

## Bullying and Harassment – What Workplaces Can Do?



# BULLYING AND HARASSMENT IN THE WORKPLACE

## WHAT WORKPLACES CAN DO

Encourage everyone at the workplace to act towards others in a respectful and professional manner.



Treat all reports seriously, and investigate them promptly and confidentially.



Have an impartial third-party help with resolution, if necessary.



Develop a workplace policy and program that includes a reporting system.



Try to work out solutions before the situation gets serious or "out of control."



Educate everyone about what is considered, bullying and harassment, and whom they can go to for help.



Train supervisors and managers how to follow up on problem situations, whether or not a formal report has been filed.



Bullying is both obvious and subtle

Bullying usually involves a pattern of behaviours with repeated incidents



**Generally defined as** any behavior, that demeans, embarrasses, humiliates, and noise, alarms, or verbally abuses a person that is known or would be expected to be unwelcome.

If you think you are being bullied or harassed

report your concern to the person identified in your workplace policy or your supervisor

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