

## **Workplace Bullying – Your Rights**

### **DID YOU KNOW?**

Workplace bullying doesn't just happen at work.

It might be called 'workplace bullying'- but it doesn't end at the workplace.

Workplace bullying can include –

- Cyberbullying
- Bullying via text message or phone call
- Bullying and harassment on social media
- Being excluded from social events

Workplace bullying occurs where –

- an individual or group of individuals repeatedly behaves unreasonably towards a worker or a group of workers at work; and
- the behaviour creates a risk to health and safety.

A risk to health and safety includes a physical or a psychological risk.

However, its important to know that behaviour will not be considered bullying if –

1. it is reasonable management action carried out in a reasonable manner;
2. the behaviour must be management action;
3. it must be reasonable for the management action to be taken; and
4. the management action must be carried out in a manner that is reasonable.

For example, it may be reasonable for an employer to allocate work and for a supervisor to give fair and constructive feedback on a worker's performance.

Whether you're being bullied by a customer or co-worker or your supervisor, your boss has a legal duty to provide a safe workplace and environment – that includes making sure that bullying isn't happening inside or outside of the workplace.

You can:

- Keep a diary recording the time and location of any incidents, who was involved, and any witnesses
- Speak to someone you trust, such as your Health and Safety Representative, your union or a parent or friend
- Contact the Young Workers Hub for further information