



SAFETY ADVICE DESIGNED TO KEEP YOUR STAFF SAFE AND YOUR BUSINESS COMPLIANT



Workplace Bullying and Harassment

Workplace bullying and harassment is a safety and health issue that can compromise the mental and physical health and safety of Employees. To 'harass' means to engage in a course of vexatious comment or conduct that is known or ought reasonably be known to be unwelcome.

Main Duties

Bullying and harassing behaviour can include:

- verbal or written abuse or threats;
- personal ridicule;
- malicious or uncalled for interference with another's work;
- spreading malicious rumours; etc.

Reasonable day-day actions by a manager or supervisor that help manage, guide or direct employees or the workplace is not harassment. Appropriate employee performance reviews or discipline by a supervisor or manager is not harassment.

Bullying and harassment affects people differently. Reactions may include one or any combination of the following:

- impaired concentration or capacity to make decisions, which could lead to safety hazards (such as lack of attention when working with dangerous equipment);

- distress, anxiety, sleep loss or the potential for substance abuse;
- physical illness;
- reduced work performance, etc.

Bullying and harassment can also effect the overall workplace and may include:

- reduced efficiency and productivity, due to poor staff morale;
- increased stress and tensions between employees;
- high absenteeism rates;
- higher turnover, resulting in higher recruitment costs;
- higher levels of client dissatisfaction; etc.

Employer duties include the following:

- not engaging in bullying and harassment;
- developing a written policy and action plan to prevent harassment in the workplace;
- developing and implementing procedures for reporting incidents and complaints

Employee duties include the following:

- acting in a reasonable manner in the workplace;
- reporting if harassment is observed or experienced
- complying with the employer's policies and procedures on bullying and harassment.



Talk to Atlas about Safety Management for your business

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