



SOLIDARITY EMPLOYMENT ADVOCACY

PROTECTING YOUR RIGHTS AT WORK

Please highlight all the examples applicable to your employment

PERSONAL ATTACKS (DIRECT)

examples include:

Belittling remarks - undermining integrity - lies being told - sense of judgement questioned - opinions marginalised

Ignoring - excluding - silent treatment - isolating

Attacking a person's beliefs, attitude, lifestyle or appearance - gender references - accusations of being mentally disturbed

Ridiculing - insulting - teasing - jokes - 'funny surprises' - sarcasm

Being shouted or yelled at

Threats of violence

Insulting comments about private life

Physical attacks

Humiliation - (in public or private)

Persistent and/or public criticism

Using obscene or offensive language, gestures or material

Ganging up - colleagues/clients encouraged to criticise or spy - witch hunt - dirty tricks campaign - singled out

Intimidation - acting in a condescending manner

Intruding on privacy (e.g. spying, stalking, harassed by calls when on leave or at weekends)

Unwanted sexual approaches, offers or physical contact

Verbal abuse

Inaccurate accusations

Suggestive glances, gestures or dirty looks

Tampering with personal effects - theft - destruction of property

Encouraged to feel guilty

TASK-RELATED ATTACKS (INDIRECT)

examples include:

Giving unachievable tasks - impossible deadlines - unmanageable workloads - overloading - 'setting up to fail'

Meaningless tasks - unpleasant jobs - belittling a person's ability - undermining

Withholding or concealing information - information goes missing - failing to return calls or pass on messages

Undervaluing contribution - no credit where it's due - taking credit for work that's not their own

Constant criticism of work

Underwork - working below competence - removing responsibility - demotion

Unreasonable or inappropriate monitoring

Offensive sanctions (e.g. denying leave where there is no reason to do so)

Excluding - isolating - ignoring

Changing goalposts or targets

Not giving enough training or resources

Reducing opportunities for expression - interrupting when speaking

Supplying incorrect or unclear information

Making hints or threats about job security

No support from manager

Scapegoating

Denial of opportunity

Judging wrongly

Forced or unjustified disciplinary hearings

Lack of role clarity

Not trusting

Sabotage

Table 3: Examples of bullying behaviours²

²Adapted from Health and Safety Executive. (2003). Research report: *Bullying at work. A review of the literature.*