

# Workplace Bullying and Harassment\*

### What is Bullying?

Bullying is when a person or group of people repeatedly try to hurt, threaten, or frighten someone. For example, yelling, hitting, insults, name-calling, making fun of someone, excluding someone from activities, vandalizing personal belongings, spreading rumors, harmful hazing or initiation practices are all bullying behavior.



### What is Harassment?

Harassment is different from bullying in that it's a form of discrimination. It's when someone is treated differently or treated badly because of their identity. This could be because of their gender, race, religion, age, or other factors. For example, someone may make comments about someone's religion, or a group of people may pick on someone because of their gender or sexual orientation.

### What is not considered Bullying and Harassment?

When an employer or supervisor takes reasonable action to manage and direct workers, it is not bullying and harassment. It is not workplace bullying or harassment when an employer or supervisor expresses differences of opinion, offers advice about work-related behaviour or constructive feedback, or takes reasonable disciplinary action.

### Why is it important?

Everybody has the right to go to work feeling safe and respected by those they work with. When people are treated with respect they enjoy greater wellbeing and are able to contribute to their workplace, family, and community. Unfortunately, not all people experience a respectful workplace, and some people are bullied and harassed at work. Both bullying and harassment can make people feel scared, hurt, and anxious. People who are bullied and harassed feel stress resulting in poor physical and emotional wellbeing that can affect their performance at work. It is harmful and creates unsafe conditions leading to toxic workplaces.

A worker is bullied and harassed when someone takes an action that he or she knew or reasonably ought to have known would cause that worker to be humiliated or intimidated.

Workplace bullying and harassment are behaviors that hurt, threaten, or frighten another person and can take many forms. Bullying and harassment can happen in any workplace, even if it's not always obvious.

### Preventive next steps

Everyone in the workplace must play a role to ensure respectful behavior.

1. Have a workplace bullying and harassment policy in place.
2. Train everyone in the workplace about bullying and harassment.
3. If you observe bullying and harassment, or are the victim, report it!
4. Support victims of bullying and harassment.
5. Commit to treating everyone with respect.



### For additional resources visit:

[Bullying & harassment](#) WorkSafeBC

[Bullying in the Workplace](#) CCOHS website

[Bullying and Harassment in Construction: It's Personal](#) WorkSafeBC video

# Workplace Bullying and Harassment Toolbox Talk

Name of Facilitator: \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Employee feedback/questions/recommendations**

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**Workers who attended**

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**Key Talking Points (Facilitator Notes)**

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