

# NZ Safety Alert

Let's work together to keep ourselves and our workers safe

September 2019

## Workplace Bullying is not Ok



Employers are responsible for setting the example of what is acceptable in the workplace. Creating a workplace culture where all people are respected and putting in place appropriate policies may reduce employer liability if an inappropriate behaviour happens.

Employers need to remember that verbal attacks which harass or hurt an employee can be just as significant as physical threats or attacks.

Belittling remarks, being shouted or yelled at, intimidation, and using obscene and offensive language are examples of unacceptable behaviour. Less direct attacks can come in the form of unmanageable workloads, constant criticism, unreasonable monitoring and the allocation of meaningless tasks or unpleasant jobs.

For more advice please download *Bullying at Work: Advice for Workers* from the MinEx website or visit the WorkSafe website for more information.

Workplace bullying is repeated and unreasonable behaviour directed towards a worker or a group of workers. Bullying can be physical, verbal or relational/social such as excluding someone or spreading rumours.

### You need to ensure that:

1. Your workplace is free from intimidation and inappropriate behaviour.
2. You put in place control measures such as having a code of conduct, reporting procedures for unreasonable behaviour and manager training.
3. Managers and supervisors lead by example to demonstrate the desired culture of your workplace by creating an environment where employees know what appropriate behaviours and treating others with respect looks like.
4. All workers are trained in the behaviour that is expected at the site.

Know of an incident or near miss? Please share the learnings with us.