WESTERN SYDNEY
UNIVERSITY

Examples of Workplace Bullying

Workplace bullying is repeated unreasonable behaviour directed towards a worker or group of workers that creates risk to health and safety.

Workplace bullying includes but is not limited to repeated unreasonable overt behaviours such as:

- Verbal abuse - yelling, screaming, shouting, aggressive or abusive or offensive language, personal insults, name-calling, sarcasm, inappropriate comments about a person's appearance or personal life, defamation of individuals or their family or associates;
- Teasing or regularly being made the brunt of pranks/practical jokes, particularly after an objection has been made known;
- Unconstructive criticism about work or academic performance;
- Demeaning, insulting and derogatory remarks;
- Requesting unachievable deadlines, assigning excessive workloads or demeaning tasks on one employee and not others within existing work unit standards;
- Minimising or non-acknowledgement of contribution to team activities;
- Denying appropriate breaks/leave;
- Repeated demands for leave at short notice;
- Deliberately changing work schedules to inconvenience particular employees;
- Handling the personal effects or work equipment of other employees without reasonable justification;
- Abusive and inappropriate emails or phone calls, either in nature or frequency.

Workplace bullying includes but is not limited to repeated unreasonable covert behaviours such as:

- Excluding or isolating employees or students from normal work/study interaction without justification;
- Dispensing punishment, blaming, 'ganging up', preferential treatment for an individual/group to the detriment of others;
- Punitive sanctions that impede a person's work or academic progress,
- Ignoring the employee or student;
- Withholding work/study information or resources required for effective work/academic performance (for example time, leave, training, support, equipment);
- Displaying written or pictorial material which degrades or offends an individual.

This list is not exhaustive. Other types of behaviour may also constitute workplace bullying.