

WHERE CAN YOU GO FOR HELP?

Websites

- Ontario Ministry of Labour - <http://www.labour.gov.on.ca/english/hs/pubs/wpvh/index.php>
- Canada Safety Council: www.safety-council.org/info/OSH/bullies.html

Contacts

1. Local Steward
2. Local Health & Safety Committee
3. OPSEU Equity Unit
 - o 416.443.8888 ext. 8790
 - o equity@opseu.org



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Union
100 Lesmill Road
Toronto, Ontario
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Phone: (416) 443-8888
www.opseu.org

WHAT CAN YOU DO?

Individually:

Speak Up - If possible, tell the person(s) that you think their behavior is inappropriate and will not be tolerated

Document - If the behaviour continues, start taking detailed notes about the behaviour you experienced. Be sure to include relevant dates, times, witnesses, clear descriptions of the behaviour, the impact on you etc.

Get Support – Try and develop relationships with other coworkers. Approach your local steward or manager about the situation. Read about the issue and talk to your own friends and family for support.

With Others:

Ask your employer for:

- Language in the collective agreement
- A Non-Code-Based harassment policy consistent with Bill 168
- Education and training in the workplace about this issue

Ask your union to:

- Push the employer for the above
- Establish or activate an effective Joint Health and Safety Committee



CHALLENGE Workplace Bullying & Non-Code-Based Harassment

(REVISED)

- Targets endure harassment for almost two years before filing a complaint
- Targets have a 70% chance of losing their jobs
- Only 13% of harassers are punished or terminated
- 71% of harassers have higher positions than their targets
- 84% of targeted employees are female
- 21% of all workers have been targeted

PROFILES OF HARASSERS AND THEIR TARGETS



Bullies

Workplace bullies tend to be insecure people with poor or non-existent social skills and little empathy. They turn this insecurity outwards, finding satisfaction in their ability to attack and diminish the capable people around them. Regardless of specific tactics, the intimidation is driven by the bully's need to control others.

Targets

It is important for targets to know that they do not deserve to be bullied. The common stereotype of a bullied person is someone who is weak, an oddball or a loner. However, workplace targets are often chosen because they are capable, dedicated staff members, and they are well liked by co-workers. Bullies are most likely to pick on people with an ability to cooperate and a non-confrontational interpersonal style. The bully considers their capability a threat, and is determined to cut them down.

SIGNS OF BULLYING & NON-CODE-BASED HARASSMENT

General behaviours

- Verbal attacks - raised voices, shouting, swearing, pointing fingers or making rude gestures
- Openly or indirectly threatening others
- Public humiliation or intimidation through words or gestures
- Physical attacks like throwing things, kicking, hitting or pushing

Harassing managers

- Work interference - constant public criticism, overloading an individual with work, imposing unrealistic deadlines, removing areas of responsibility
- Alienates, divides, creates fear and uncertainty

Harassing co-workers

- Starting or spreading gossip about co-workers
- Excluding and isolating the target, giving them the 'silent treatment'

IMPACTS OF NON CODE-BASED HARASSMENT

Although the impact is not always evident, the short and long-term impacts of non Code-Based harassment can be considerable.

Symptoms may include:

- Sleeplessness
- Depression
- Lowered self-esteem and self-doubt
- Digestive and musculoskeletal problems
- Post-traumatic stress disorder
- Reduced immunity to infection
- Panic attacks, feelings of nervousness and anxiety, excessive sweating, trembling, palpitations
- Exhaustion and chronic fatigue

