

WHAT IS workplace **BULLYING**

Bullying is *repeated* and *unreasonable* behaviour that creates a *risk to health and safety*.

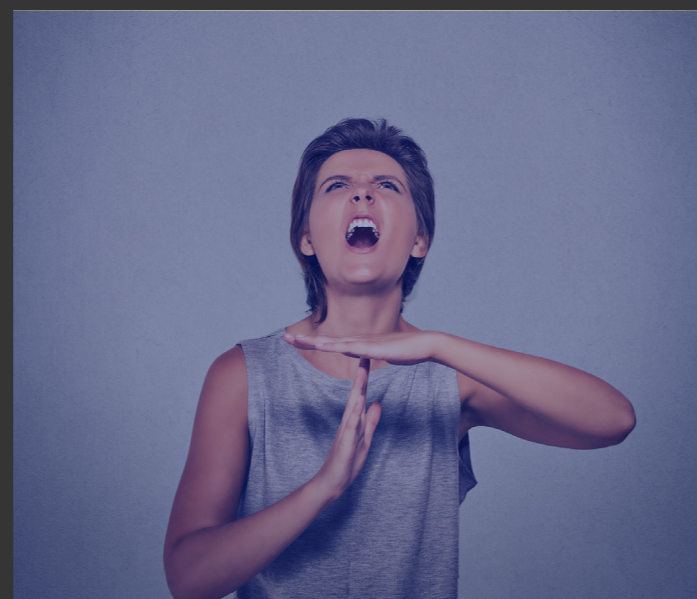
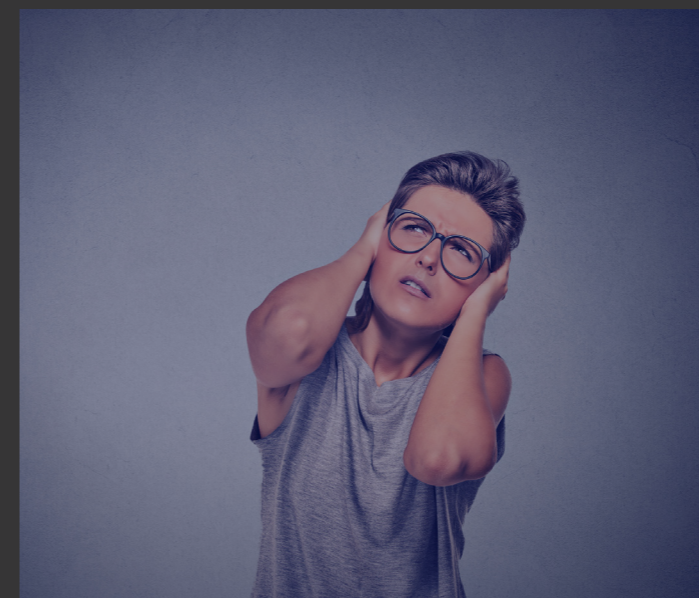
Bullying behaviour may take the following forms:

- aggressive or intimidating conduct
- belittling or humiliating comments
- spreading malicious rumours
- teasing, practical jokes or 'initiation ceremonies'
- exclusion from work-related events
- unreasonable work expectations, including too much or too little work, or work below or beyond a worker's skill level
- displaying offensive material
- pressure to behave in an inappropriate manner

Bullying occurs when:

- a person (or a group) repeatedly behaves unreasonably towards a worker (or a group) at work, AND
- that unreasonable behaviour creates a risk to health and safety.

** Bullying doesn't include reasonable management action carried out in a reasonable manner.*



If you believe you are being bullied at work, don't delay, contact your union delegate or ASU Branch for advice: www.asu.asn.au/contact

SOURCE: Fair Work Commission - www.fwc.gov.au

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