



Workplace bullying is an issue for everyone in the workplace, not just those who are being bullied. If you have identified workplace bullying as a major problem in your workplace, together with your colleagues you can take some action to deal with it.

The table to the right is a “what if” checklist of possible actions/responses from the bully and/or the organisation, and how you can respond. If you have identified a problem with bullying in your workplace, keep this table with you at all times and refer to it when needed. It is intended to help you if you feel you are being targeted as a result of taking a stand with your colleagues.

All of the actions outlined may be part of a greater cycle of bullying, and if several of these things are happening over time, the Union and WorkSafe should be contacted. And document everything!

A useful way of coordinating an effort to eliminate bullying in the workplace is to form a committee of Union Members who have agreed to organise meetings, and co-ordinate group decision-making and action around the bullying. Ensure staff in your workplace know the committee exists and can be involved in the effort. Your committee can be supported by UnionLink and your Union Organiser.

WHAT IF...	RESPONSE
I get 'bailed up' alone by the bully, and he/she is wanting to 'have a chat' about the bullying complaint.	Say you cannot speak to him/her unless you have another person of your choosing with you. Hear what he/she has to say, if you want, but don't get drawn into a discussion . - OR - Refuse to discuss and ask him/her to give their concerns to the group. Remember, they are trying to break up the solidarity of the group.
I get 'bailed up' alone by the bully, and I am being threatened or subjected to other intimidating behaviour.	Tell them you are feeling bullied and say that is why you are leaving the room. Leave, and debrief with a colleague. Make sure the incident is written down - time, date, who, and what happened. Witnesses: Any witnesses should be asked to write down what they observed, and to also sign your written record / workplace diary.
I see someone else being bullied.	Join the person being bullied , tell the bully their behaviour is unacceptable and take the target away from the situation - perhaps take the person away for a coffee and a debrief. All witnesses should do this together, ideally, if there is more than one.
I get a poor performance review, possibly as a result of having stood up to the bully.	Get the results of your review in writing. Respond in writing asking for clarification and stating why you feel the poor review was unjustified. Make sure you ask for clear statements from your employer about what is expected of you in that area of your work performance that is being questioned. Get statements from other people you work with to back up your claims. Ensure that your written queries and arguments responding to the assessment are placed on your Personnel File (with HR). And keep your own copies . You can initiate a Dispute over the matter if you cannot reach agreement with your employer over work expectations. Tell your Delegate and/or UnionLink and find out if it happened to others who took action. Discuss whether you all want to invoke the Dispute Settlement Procedure of your agreement as a group.
I'm being excessively monitored and 'micro-managed'.	Do your best to be punctual, meet deadlines and follow management instructions. But document all disturbing instances as possible bullying. Same with getting lots of work which is inappropriate to your job level, or skills, or being given unreasonable deadlines. You can raise this with your employer, and then initiate a Dispute if it continues. Tell your Delegate / UnionLink - they can find out if others are affected, and watch for signs of discrimination. Are others being treated the same, or differently? Again, initiating a Dispute or collective action are options.