



## **GMB SURVEY ON BULLYING AND HARASSMENT**

### **INTRODUCTION**

GMB has become increasingly concerned about the high levels of bullying, harassment at work reported by our members.

#### ***YOU SHOULD NOT HAVE TO PUT UP WITH BULLYING AT WORK***

Bullying and harassment at work by anyone, whether it is a manager, work colleague or other member of staff, is completely unacceptable and needs eliminating from the workplace. However, we are aware that many members feel reluctant to report instances of bullying and harassment for fear of it happening again.

To highlight the problem of bullying, we need evidence. The GMB is therefore conducting this survey to get that evidence directly from members, and we are asking you to complete as many questions as possible on the questionnaire.

***The information you provide will be treated in the strictest confidence. No names or specific information will be given.***

## **WHAT ARE BULLYING AND HARASSMENT?**

**Bullying** has been described as ‘offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

**Harassment** is usually of a strong physical nature, including contact or touch, intrusion into personal space and possessions. It is often related to age, gender, race, disability, religion, sexual orientation nationality or any personal characteristic of an individual.

## **EXAMPLES OF BULLYING AND HARASSMENT**

Shouting; ignoring opinions and good performance; unnecessarily finding fault; humiliation and ridicule of individuals, particularly in front of others; being hostile and aggressive, threats of physical violence; gossiping maliciously; threatening job security or career prospects; snooping or spying on employees; constant criticism; use of offensive language, personal remarks or inappropriate bad language aimed at an individual; discriminatory behaviour of any kind. This list is by no means exhaustive.

We would be extremely grateful if you could fill in the accompanying questionnaire and return it to any of the contact addresses provided.

**We reiterate that the information provided will be treated in the strictest confidence and that no names or specific incidents will be given.**