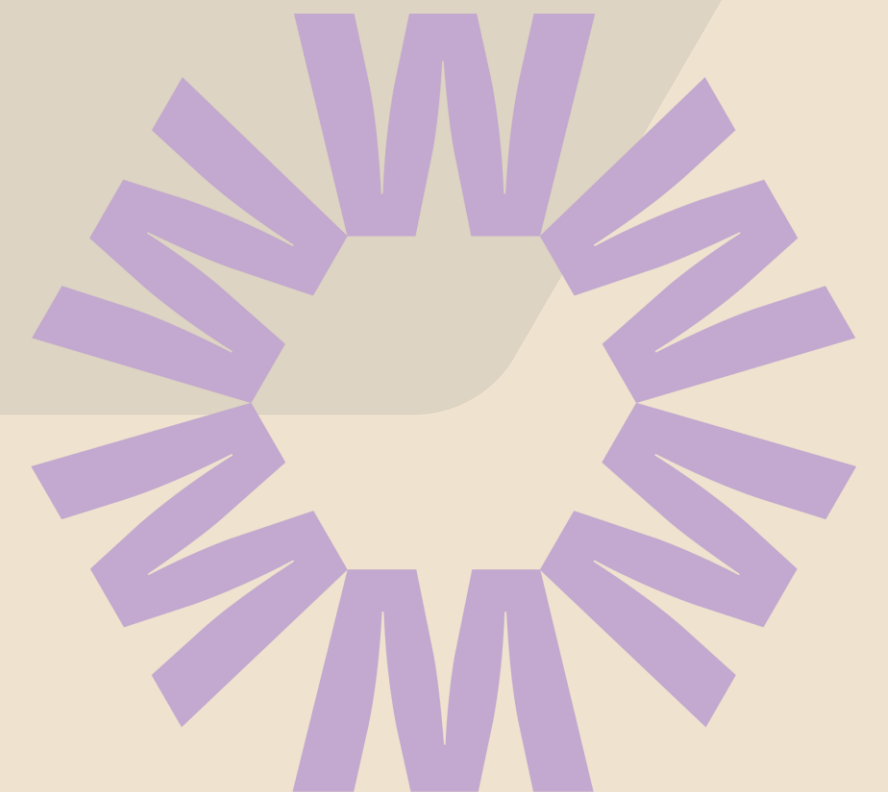


**\*1 CPD Point in Bullying, Discrimination And Harassment- BDH**

# **Recognising Workplace Bullying CPD Session**

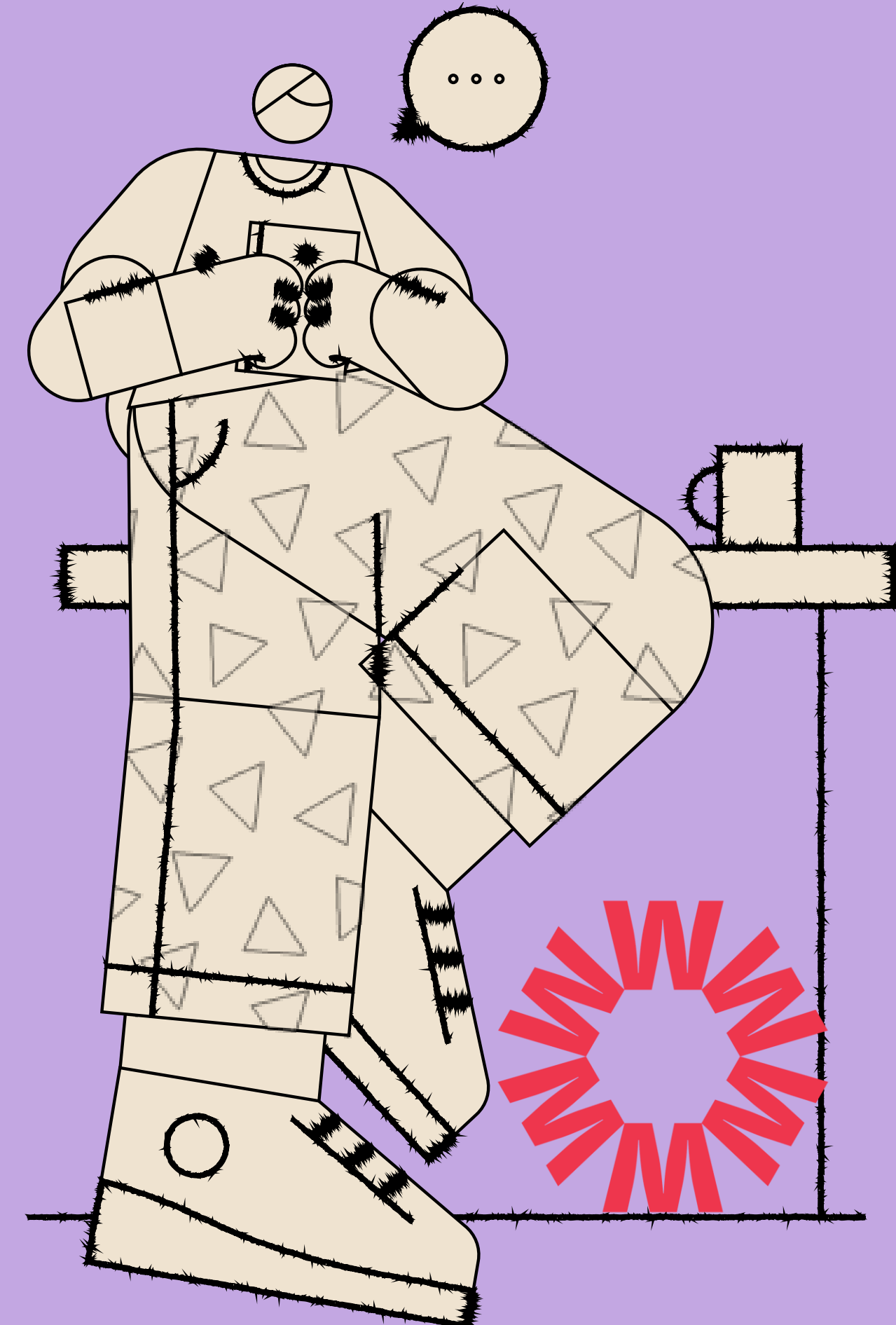
Cassandra Deon-Wierda  
Training Officer  
Working Women's Centre SA



*We acknowledge and respect the traditional custodians of the various lands on which you all work today. We pay respect to their spiritual relationship with Country and acknowledge that sovereignty was never ceded.*

## **Acknowledgement of Country**





# Welcome

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*Please refer to your agenda and learning guides for today's content.*

*\*The topics covered can be triggering for some. Please be mindful of confidentiality and kindness knowing that someone in this training may have lived experience. If you need support, a list of resources are available in your learning guides (p. 9).*

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# Bullying, Harassment and Discrimination

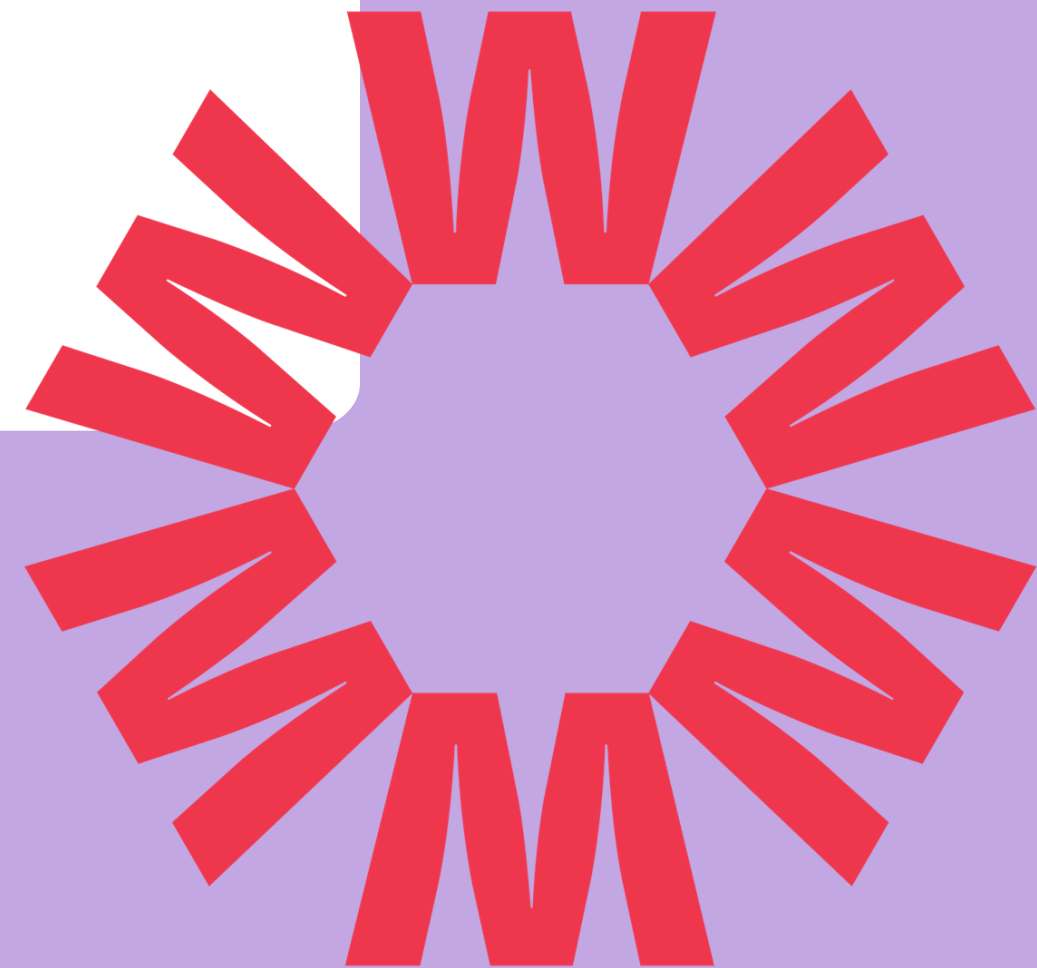
It is possible for a person to experience workplace bullying, sexual harassment and discrimination at the same time



# Activity

## Above the line or below the line

p.4 of your learning guides





# Workplace Bullying Statistics

.....

**2/3 of Australian workers reported bullying**

**Their supervisor was the offender in 63% of cases**

Bullying & Harassment in Australian Workplaces: Barometer Project

.....

**Of the seven types of harassment measured, the most common form of harassment reported was: being sworn at or yelled at (37%)**

Bullying & Harassment in Australian Workplaces: Barometer Project

.....

**Australia was the sixth-highest offender for workplace bullying**

(compared to the 31 European countries studied)

**In the Legal Profession:  
1 in 2 females and 1 in 3 males have reported being bullied**

.....

**Bullying was described as ridicule, undermining, criticism, misuse of power, given too much or too little work, threats of job security, violence (threatened or actual) and exclusion.**

International Bar Association survey of 6,000 legal practitioners

# Examples of bullying behaviour

- Yelling, abusive, insulting, **threatening** or offensive language
- **Being singled out**, excluded, isolated or treated differently to co-workers
- Displaying **material that is degrading** or offensive
- Ongoing attempts to **undermine you** and your work performance
- **Setting unrealistic goals** and deadlines
- Having **reasonable requests for leave** or training opportunities **denied**
- Behaviour that **belittles, degrades or humiliates** you, especially **in front of others**



# What is not bullying behaviour

**Reasonable** and **fair** performance management or disciplinary action that is

- Transparent
- Measurable
- Directed at work performance and not the individual

*Differences of opinion in working relationships which do not lead to persistent unreasonable behaviour are not bullying.*





# Why people use bullying behaviours

## Individual reasons

- ❖ Not always intentional
- ❖ Unstable self-esteem
- ❖ Learned behaviour
- ❖ Sociopathic personality

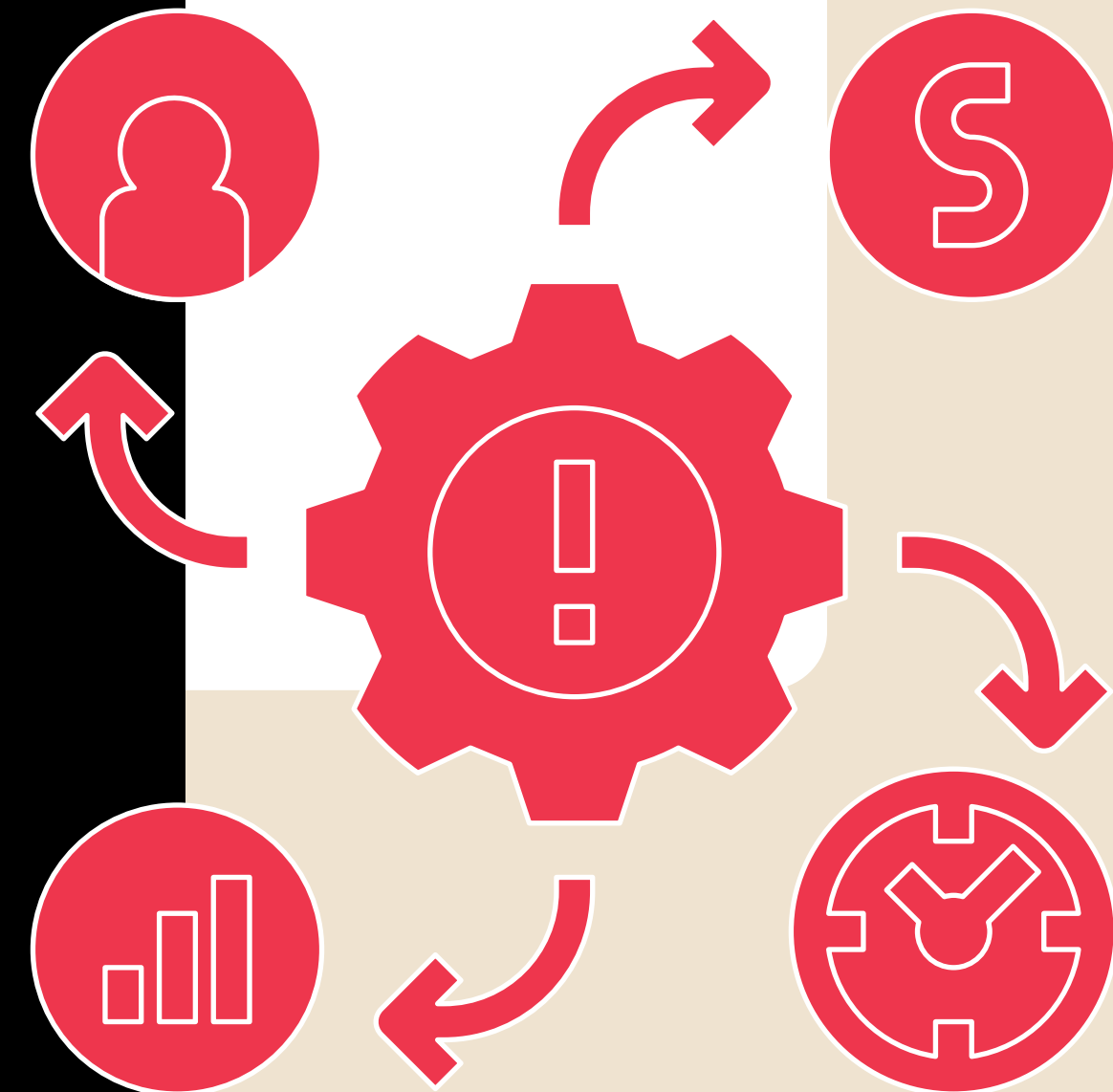
## Organisational causes

- ❖ Power dynamics and dysfunctional workplace culture
- ❖ Where bullying is enabled
- ❖ Where bullying is rewarded
- ❖ Where bullying is triggered



# Organisational Impact of Bullying

- Directly impacts the health and wellbeing of staff
- Affects job performance
- Erodes confidence and trust in the organisation
- Stalls or ends careers
- Undermines efforts to advance women into leadership and improve gender equality
- Cost to the organisation financially
- Damages reputations of organisations and individuals
- Makes it difficult to attract and retain good staff
- Attracts negative media interest
- Poor team morale

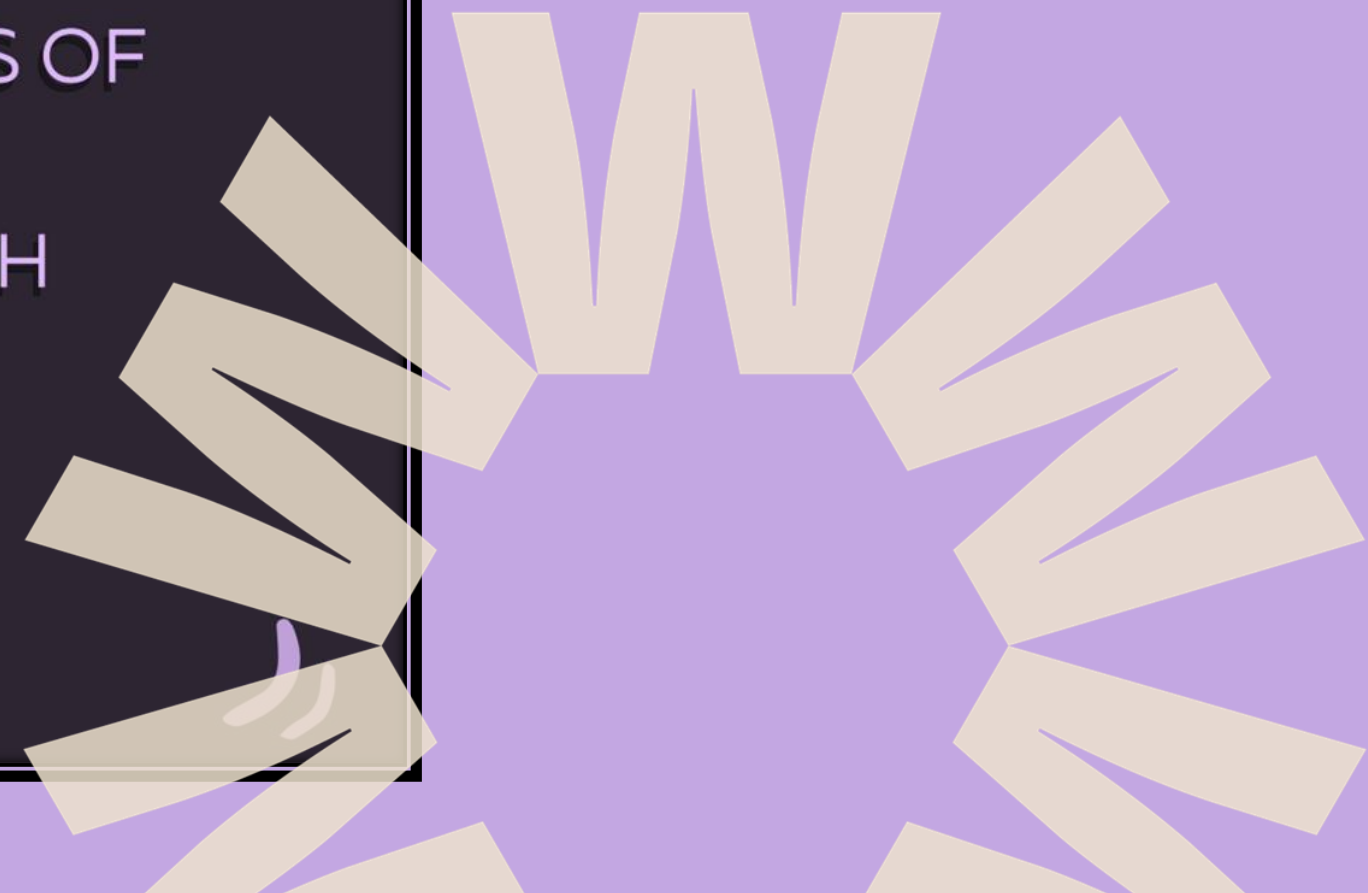


# Victim Impact of Workplace Bullying

“

- DISTRESS, ANXIETY, PANIC ATTACKS OR SLEEP DISTURBANCE
- PHYSICAL ILLNESS, SUCH AS MUSCULAR TENSION, HEADACHES AND DIGESTIVE PROBLEMS
- REDUCED WORK PERFORMANCE
- LOSS OF SELF-ESTEEM AND FEELINGS OF ISOLATION
- DETERIORATING RELATIONSHIPS WITH COLLEAGUES, FAMILY AND FRIENDS
- DEPRESSION
- INCREASED RISK OF SUICIDE

”



# Practical Response

**If you or someone you work with are the target of bullying (or other unacceptable behaviours)**

- ❖ Keep a diary of events (*see resource on p. 7-8*)
- ❖ Practice self-care
- ❖ Seek internal support
- ❖ Respond early
- ❖ Contact support services 1800 respect, EAP or similar
- ❖ Avoid being alone with the perpetrator
- ❖ File for an order to stop bullying (or sexual harassment)
- ❖ Check relevant policy for reporting process

If you are a bystander witnessing an event, intervene and/or stand up to the perpetrator (if you feel confident doing so)

# Be an Active and Constructive Bystander

## What can an active bystander do to intervene?

- Observe what is occurring
- Assess what can be done
- Act:
  - Respectfully challenge the behaviour
  - Offer support to the target
- Report the offender
- Keep yourself safe
- Follow-up with the target







# Look after yourself


## Focus on yourself, not the perpetrator

Although the bully is in the wrong and their behaviour needs to change, it's not up to you to ensure they make these changes. The perpetrator needs to accept that their behaviour is problematic before they can begin making changes.



### Prioritise safety

Wherever possible prioritise your safety and remove yourself from contact with the perpetrator(s).



### Self-care

Continue to do the things you love even when the traumatic event feels all consuming



### Seek support

This can be internal through your processes or policies, or external such as mental health support.

# Three Components to Influence Bullies to Change

*People who use unacceptable workplace behaviours can't change alone. They require the workplace to implement certain steps.*

**There are three steps to adjust unreasonable behaviour:**

*1. Set limits*

Tell the individual “the way you interact with others has to change.”

*2. Set consequences*

“failure to do so will result in...”

*3. Offer help*

The behaviour can come from normalised behaviours they have learned over time.

Internal mentoring or specialised external coaching can be useful to help the individual change.

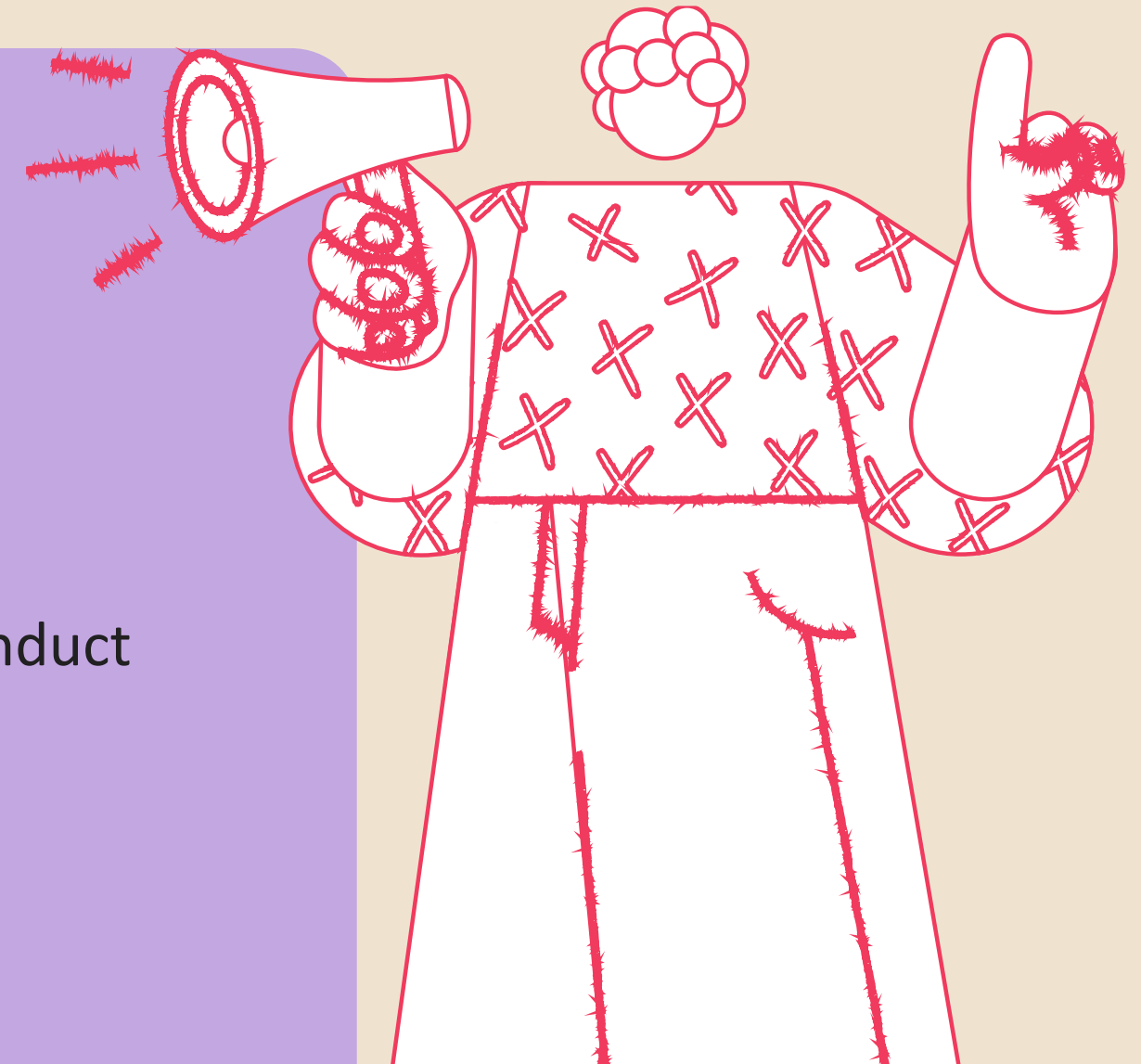
Successful behavioural change **relies on early intervention**. The earlier you act when you notice an employees bullying abrasive behaviour, the better the outcome.



# Positive Obligation and Primary Prevention Strategies

Reasonable measures to prevent inappropriate workplace behaviour can be considered:

- Commitment to **bystander intervention strategies**
- Development of a **zero-tolerance** approach for inappropriate conduct
- Provision of regular workplace **training**
- Identify workplace **safety hazards** (areas of low surveillance)
- Undertake **regular audits, surveys and exit interviews**
- Encourage a culture of gender equity and **balance of power**
- Ensure all staff **model best practice**
- Have **referral pathways** available to staff
- All staff are **held accountable** for inappropriate behaviour
- Have **written policies** available and make sure staff have read/understood



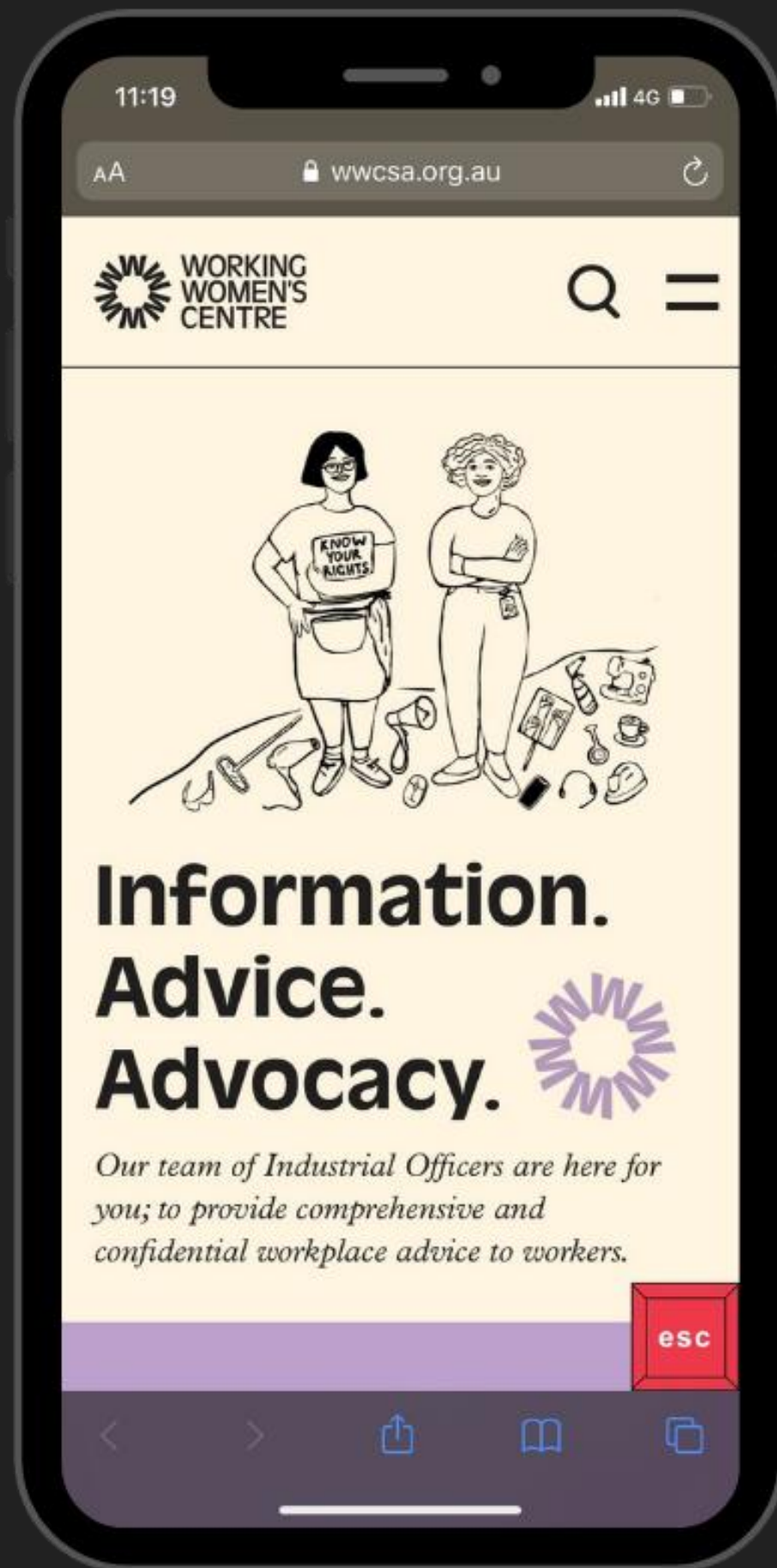
# You've completed the training, what happens now?

What **actions** can you put in place when you to continue to maintain **bystander intervention strategies**?

What can you do, as an individual, to **prevent bullying, sexual harassment, discrimination** in your workplace.

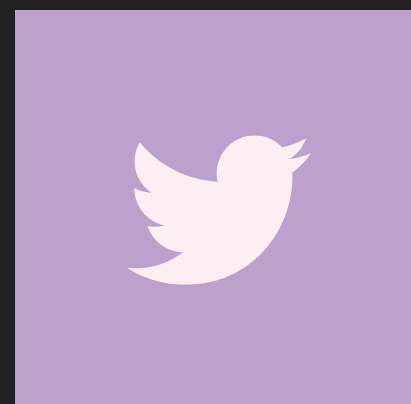
How can you stay up to date with research and practical approaches to **improve the workplace culture of the legal sector.**





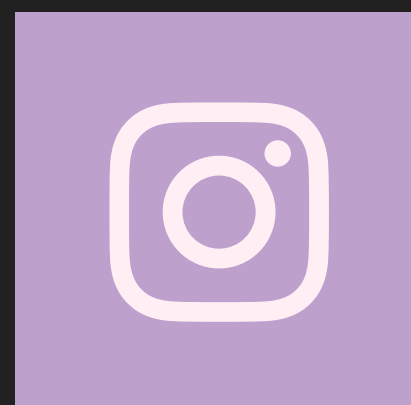
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