



Am I Being Bullied?

It is very important to review the definition workplace bullying or psychological harassment before filing a complaint. Be sure to review your organizations policies and procedures. False complaints are considered to be malicious and or harassment. **Definition:** a variety of tactics (examples below), over a period of time (example: 3 months or more), with intent to cause harm i.e.: embarrass, humiliate, degrade, shame, or silence a person or group of people. It is helpful and wise to talk to someone about options, processes, and to receive support throughout your next steps.

A Few Examples of Tactics:

- Have you been yelled at or shouted at in a hostile manner?
- Have colleagues refused your requests for assistance?
- Has a colleague or colleagues lied to you or created false rumours about you?
- Have this same person or group of people glared at you in a hostile manner?
- Are you repeatedly excluded from work-related social gatherings?
- Do you experience a colleague or group storm out of the room when you enter?
- Are you given the silent treatment?
- Are you often deprived of recognition and/or praise for which you are entitled?
- Does a colleague or group fail to return your calls, memos or emails?
- Is someone interfering with or sabotaging your work activities?
- Have you been the target of derogatory name calling or gossip?
- Are you given unattainable workloads or deadlines? More so than others?
- Are you subjected to temper tantrums when disagreeing with someone?
- Are you constantly interrupted, ignored, or oppressed when speaking?
- Do you fear that attempts are being made to turn other employees against you?
- Is someone constantly taking credit for your work or ideas while saying or doing things to make you feel inadequate?
- Do you feel anxious when coming to work in the morning? Depressed? Fearful?

Be sure to learn all you can about workplace psychological harassment (bullying). Document what has been happening. See someone who is trained to provide support to you in this area. A coach/counselor/therapist will make a difference!

If you wish to process this further with an objective professional, call for a confidential supportive consultation.

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Promoting Psychological Wellness in the Workplace