

Am I Being Bullied?

The Canadian Institute of Workplace Bullying Resources (CIWBR) has designed this self-assessment tool to help you evaluate your current situation, manage any self-doubt you may be experiencing, and guide you as you seek help. www.instituteofworkplacebullyingresources.ca

CIWBR defines workplace psychological harassment as follows:

- It encompasses a range of tactics aimed at individuals or groups.
- The person abusing their power uses these harmful tactics over three months or more.
- They can occur with or without conscious intent.
- The primary aim is to cause harm, for example, embarrassment, humiliation, degradation, diminishment, shame, or silencing and isolation of the targeted worker or workers.
- These tactics can take the form of verbal or non-verbal actions, including in-person interactions, written communication, or electronic means directed toward individuals or groups.

Here is some helpful information to consider as you assess your situation and determine your next steps:

- Please familiarize yourself with the definitions in the attached appendix, as they will be valuable when describing your experience.
- Explore the relevant provincial and federal legislation.
- Review your organization's definitions, policies, and procedures to ensure they align with the OHS Act, which includes provisions for protection against retaliation.
- Understand that making false complaints is considered malicious and may constitute harassment. Visit our website or contact organizations such as OHS, Human Rights, Labour Standards, your Union, or WCB for clarification and information.

Remember, you do not have to face this alone. Experiencing workplace bullying or harassment can be emotionally and physically damaging. Fortunately, solutions are available, regardless of your situation's complexity.

We acknowledge that shame often silences those targeted. Remaining silent and isolated only empowers those who perpetrate harm. Silence does not hold anyone accountable. It is beneficial and wise to discuss your options with someone who can help you navigate the intricacies of workplace systems and develop a strategy for your situation, including determining your next steps.

Seek a trained, qualified, trauma-informed, experienced professional who understands workplace systems and the injuries targeted workers may sustain. We recommend beginning with a brief assessment/consultation by calling us.

The most effective approach often involves the combined services of an experienced and knowledgeable trauma-informed qualified coach counselor. If you wish to explore this further

with an objective and experienced professional, please get in touch with us for a confidential and supportive consultation.



It is important to choose your recovery, with or without justice.

Linda Crockett



Workplace bullying is never rooted in the target's flaws, differences, or perceived imperfections. In truth, even if one were flawless, they could still become a target of bullying simply because of their perceived perfection. The issue lies within the individuals perpetrating the bullying, reflecting something amiss in their behavior and mindset. Holding those responsible for bullying accountable is crucial for meaningful change.

If you face workplace bullying, it's essential to seek support from someone well-trained, highly qualified, and experienced in addressing these issues.

Linda Crockett MSW, RSW, SEP, CPPA

Self-assessment questions

1. While at work or performing work duties, have you been yelled at or shouted at in a hostile manner? Whether behind closed doors or in front of others, this is unprofessional. No one deserves to be treated in this manner.

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

2. Have colleagues or leaders refused your requests for assistance, especially in a safe or high-risk situation? For example, you are feeling attacked or threatened by a client or contractor, and colleagues do not respond.

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

3. Has a leader(s) or peer(s) lied to you, set you up to be accused of something you haven't done, or created false rumours about you?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

4. Has someone been repeatedly glaring at you or rolling their eyes when you speak?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

5. Are you repeatedly excluded or ostracized at work-related social gatherings?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

6. Do you experience someone repeatedly storm out of the room when you enter?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

7. Are you given the silent treatment? Does someone repeatedly ignore you, turn their back to you, start texting on their cell, or seem (perhaps pretend) to fall asleep, whenever you enter the room or speak in a meeting? Is this a pattern?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

8. Are you often deprived of recognition and praise for which you are entitled? Is someone else always taking credit for your work?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

9. Is someone repeatedly failing to return your calls, memos, or emails? Even if they have stated that they don't like you, this is unprofessional and immature behavior.

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

10. Is someone interfering and/or sabotaging your work activities? Work relationships? Your reputation? Be sure to collect evidence.

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

11. Have you been the target of derogatory name calling or gossip? Be sure to document.

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

12. Are you given unattainable workloads or deadlines? And is this happening just to you, or a few people and not to others? Is favoritism happening?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

13. Are you subjected to temper tantrums when disagreeing with someone? Are you documenting this? It is important that you do.

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

14. Are you constantly interrupted, ignored, or oppressed when speaking?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

15. Do you fear that attempts are being made to turn other employees against you?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:

16. Do you feel anxious when coming to work in the morning? Depressed? Fearful? Tearful?

Yes No

How often does this occur? Daily Weekly Monthly

Your thoughts:



CIWBR Definition:**1) Variety of negative behaviors and tactics, including:**

- Rumors, lies, ostracism, gossip.
- Humiliating or embarrassing someone, whether in isolation or in front of peers.
- Withholding positive recognition and taking credit for their work.
- Insulting remarks and diminishing comments.
- Yelling and threatening (subtle or aggressive).
- Micro-managing and microaggressions.
- Gaslighting, among others.

Involves one person or a group, which can be a leader or staff, peer-to-peer (lateral violence), or subordinate to a leader. It can also encompass multiple people engaging in negative behaviors and tactics, referred to as mobbing.

2) Harmful behaviors occur over three months or more.

Before three months, early warning signs such as rudeness, meanness, abrasiveness, and incivility may often manifest. These behaviors are to be addressed by leadership immediately to prevent progression into bullying (psychological harassment or psychological violence).

2) These harmful actions will occur with or without conscious intent.

Proving intent is often challenging, as individuals engaging in unhealthy behaviors may lack self-insight, deny accountability, and manipulate those untrained or unaware of the nuances of this abuse.

4) Intended to cause harm, resulting in various consequences, including:

- Loss of psychological safety.
- Damaged trust.
- Diminished self-confidence or self-esteem.
- Increased isolation and silence.
- Anxiety and panic attacks.
- More sick days due to illness.
- Decreased joy, motivation, and respect for the organization.
- Work-related stress, depression, and physical illness due to stress.
- Suicidal ideation.
- Job termination or resignation.
- Premature death due to cardiac arrest, stroke, or suicide.
- Financial losses, loss of health benefits, investments, and ostracism from the profession.

These losses can lead to physical and psychological injuries, potentially becoming permanent if left untreated. Professionals who are trauma-informed, well-trained, and experienced can help uncover the complexities and nuances of such situations.

Research Definition of Workplace Bullying

Workplace bullying signifies emotional abuse, encompassing subtle and/or obvious negative psychosocial behaviours embodying aggression, hostility, and intimidation, generally characterized by persistence, exhibited by workplace insiders and/or outsiders operating individually and/or as a group, to an individual employee or a group of employees during the course of the latter's work. Being interpersonal and/or organizational in level, the display of negative behaviours, which most often bears the mark of influences from within and/or outside the workplace, occurs privately and/or publicly, in real and/or cyber forms, in the context of an existing or evolving unequal power relationship between the parties.

P. D'Cruz, Noronha, E. (eds.), Concepts, Approaches and Methods, Handbooks of Workplace Bullying, Emotional Abuse and Harassment 1, https://doi.org/10.1007/978-981-10-5334-4_1-1 © Springer Nature Singapore Pte Ltd. 2019.

Academic Bullying Defined

Academic bullying happens because the academic hierarchy creates a large difference in power between principal investigators who fund and drive the research and the lab members who carry out the research. Bullying can consist of inappropriately changing authorship positions, taking credit for ideas or intellectual property for one's own benefit, verbally abusing others in a regular and progressive way, ridiculing or publicly shaming people, and threatening a bad recommendation or the loss of a job position. Most but not all cases follow the direction of the power, with principal investigators and others who hold more power bullying those with little to no power.”
Morteza Mahmoudi

<https://www.science.org/content/article/academic-bullying-desperate-data-and-solutions>

CCOHS Website

“Bullying is usually seen as acts or verbal comments that could ‘mentally’ hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend,

degrade, or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.”

Mobbing

“Mobbing at the workplace refers to such cases as verbal harassment, aggressive words, sarcasm, slander or social isolation repeatedly targeted at a specific person at a specific period of time. Previous studies indicate that wellness and health of the victims who have been subjected to mobbing at workplace were affected adversely.

Mobbing at Workplace -Psychological Trauma and Documentation of Psychiatric Symptoms *Noro Psikiyatr Ars* 2019 Mar;56(1):57-62. doi: 10.29399/npa.22924. Epub 2018 Oct 26.

Gaslighting

Otherwise seen as a campaign of psychological violence. Giving false information or direction and then denying it. Making derogatory, intimating, comments, and threats, and denying it. Their actions do not match their words i.e.: charming one moment, rageful or bitter the next. Unpredictable. Keeping target confused. Attempts to have others align with them. Make others believe the target is the problem i.e., mentally unstable, or incompetent. Everyone else is to blame, everyone else is a liar. Wearing people down – over time – with some or all the above tactics.

Lateral Violence

Also known as ‘horizontal violence’ or ‘workplace bullying,’ is disruptive and inappropriate behavior demonstrated in the workplace by one employee to another who is in either an equal or lesser position. (Coursey, Rodriguez, Dieckmann, & Austin, 2013).

Microaggressions

: Unintentional and subtle but offensive comments or actions directed at a minority group.

Examples of Microaggression:

- Saying, “You are pretty for a dark-skinned girl”
- A situation where someone tells a person who is LGBTQ that they do not “seem gay”.
- “Woman enters the room, and the patient assumes that she is a nurse instead of a doctor.”

Microaggressions refer to everyday verbal or non-verbal snubs or derogatory actions — whether intentional or unintentional — directed toward individuals of marginalized groups.

<https://www.verywellmind.com/what-are-microaggressions-4843519>

**QUALIFIED, SAFE, CONFIDENTIAL, AND
RESPONSIBLE HELP IS AVAILABLE TO YOU!**



**CANADIAN INSTITUTE OF
WORKPLACE BULLYING RESOURCES**

instituteofworkplacebullyingresources.ca

psychologicalsafetyfirst@gmail.com