

# BULLYING



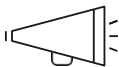
**ON THEIR FIRST DAY OF WORK, YOUR  
NEW COLLEAGUE IS WELCOMED WITH THE  
WORDS 'WE HAVE A HARSH TONE HERE,  
BUT DON'T TAKE OFFENCE, IT'S JUST  
BANTER.'**



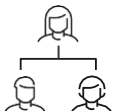
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?

# BULLYING



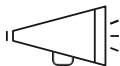
**YOU ARE NEW IN THE DEPARTMENT,  
AND PEOPLE ARE MAKING JOKES ABOUT  
YOUR GEOGRAPHICAL AND EDUCATIONAL  
BACKGROUND.**



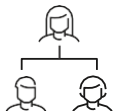
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?

# BULLYING



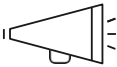
**A COLLEAGUE IS NOT PERFORMING WELL  
AND BECAUSE OF THAT PEOPLE ARE BAD-  
MOUTHING THE COLLEAGUE WHEN THEY  
ARE NOT PRESENT.**



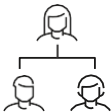
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?

# BULLYING



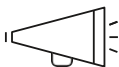
**A LONG-STANDING CONFLICT BETWEEN TWO OF YOUR COLLEAGUES ABOUT TASK-SOLVING HAS OVER TIME BECOME PERSONAL AND IS NOW ABOUT EACH OTHER'S LIKES AND DISLIKES.**



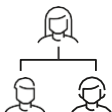
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?



# BULLYING



**AT THE WEEKLY UNIT MEETINGS, YOU NOTICE THAT A COLLEAGUE ROLLS THEIR EYES EVERY TIME ANOTHER COLLEAGUE SPEAKS.**



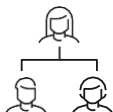
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?

# BULLYING



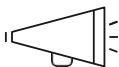
**YOU FIND OUT THAT A COLLEAGUE IS  
HAVING A 50TH BIRTHDAY PARTY AND  
HAS INVITED THE ENTIRE UNIT WITH  
THE EXCEPTION OF ONE COLLEAGUE.**



WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?

# BULLYING



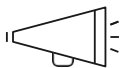
**A COLLEAGUE BAD-MOUTHS AND  
DEVALUES ANOTHER COLLEAGUE'S  
WORK PERFORMANCE AND  
COMPETENCE TO YOU.**



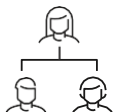
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?

# BULLYING



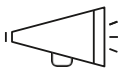
**YOUR COLLEAGUE TELLS YOU THAT EVERY TIME SHE ENTERS THE BREAK ROOM PEOPLE STOP TALKING.**



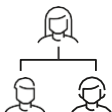
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?



# BULLYING



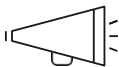
**YOUR COLLEAGUE REPEATEDLY MAKES OFFENSIVE STATEMENTS ABOUT WOMEN, FOR EXAMPLE, THAT FEMALE RESEARCHERS ARE NOT AS COMPETENT AS MALE RESEARCHERS.**



WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?

# BULLYING



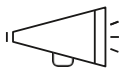
**A COLLEAGUE REPEATEDLY EXPERIENCES  
BEING UNFAIRLY DEPRIVED OF TASKS AND  
RESPONSIBILITIES BY THE MANAGER.**



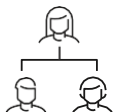
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?

# BULLYING



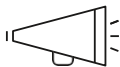
**A COLLEAGUE TELLS YOU THAT SHE HAS REPEATEDLY BEEN LOUDLY SCOLDED AND RIDICULED IN THE HALLWAY BY ANOTHER COLLEAGUE.**



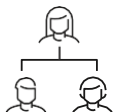
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?

# BULLYING



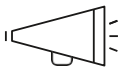
**YOU FIND OUT THAT A NUMBER OF COLLEAGUES HAVE A FACEBOOK GROUP WHERE THEY WRITE INSULTING THINGS ABOUT OTHER COLLEAGUES, THEIR WORK AND THEIR PRIVATE LIVES.**



WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?



# BULLYING



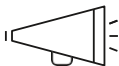
**YOU KNOW THAT A GROUP OF COLLEAGUES ARE GOSSIPING AND SPREADING RUMOURS ABOUT ANOTHER COLLEAGUE.**



WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?

# BULLYING



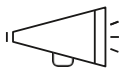
**A COLLEAGUE TELLS YOU THAT SHE IS BEING EXCLUDED AND MET WITH SILENCE IN MEETINGS.**



WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?

# BULLYING



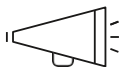
**YOU NOTICE THAT A COLLEAGUE DOES NOT GET TO SPEAK IN MEETINGS OR IN OTHER CONTEXTS.**



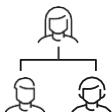
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND SAFETY GROUP DO?



WHAT SHOULD MANAGEMENT DO?



WHAT SHOULD THE ORGANISATION DO?

# BULLYING



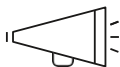
**YOUR RESEARCH GROUP IS REPEATEDLY  
BYPASSED IN FAVOUR OF ANOTHER  
GROUP IN TERMS OF FUNDING, POSITIVE  
PUBLICITY, ETC.**



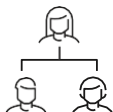
WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?



# BULLYING



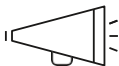
**YOU OVERHEAR A COLLEAGUE  
DELIBERATELY MISLEADING A YOUNGER,  
LESS EXPERIENCED COLLEAGUE IN  
RELATION TO A TASK ASSIGNED BY  
MANAGEMENT.**



WHAT WOULD YOU DO?



WHAT SHOULD THE HEALTH AND  
SAFETY GROUP DO?



WHAT SHOULD  
MANAGEMENT DO?



WHAT SHOULD THE  
ORGANISATION DO?