

BULLYING & HARASSMENT

Workplace bullying is a serious issue that can significantly impact mental and physical health, as well as the overall work environment.

Recognizing the signs of workplace bullying is crucial to for addressing and preventing it. Signs of harassment and bullying can be overt or subtle so keep an eye out for for psychological or behavioural changes. It is important to speak up, take action and seek help from someone you trust.

THINGS TO CONSIDER:

- **Bullying vs. Harassment**
- **Types of Bullying**
- **Effects of Bullying**
- **Dealing with Bullying**



National Pink Shirt Day
February 26, 2025



BC Forest Safety

Safety is good business

BULLYING & HARASSMENT



BULLYING vs. HARASSMENT

- **Bullying:** Involves aggression with a power imbalance. It can lead to physical trauma and emotional issues like anxiety or depression.
- **Harassment:** Similar to bullying but consists of cruel behaviours aimed at hurting someone. Unlike bullying, harassment is a form of discrimination.

TYPES OF BULLYING

- **Physical Aggression:** Pushing, shoving or other physical actions
- **Verbal Abuse:** Insults, yelling or harsh criticism.
- **Threats:** Intimidating behaviour or threats of job loss.
- **Public Humiliation:** Embarrassing someone in front of colleagues.
- **Social/relational Bullying:** Discrimination, exclusion, gossiping, isolating or ignoring.
- **Work-related Bullying:** Unfair blame or criticism, work sabotage, gaslighting (manipulating someone to make them doubt their own experiences), deceit (lying or spreading false information), undermining or taking credit for someone else's work.
- **Retaliation:** Punishing someone for reporting bullying or standing up against it.
- **Cyberbullying:** Using electronic media to threaten or damage reputation, like sending threatening texts.

EFFECTS AND SIGNS OF BULLYING

The impact of workplace bullying can be profound and can lead to physical and emotional distress such as:

- **Mental and psychological health issues:** Increased depression, anxiety, faking illness, loneliness and/or sleep problems.
- **Physical health problems:** Headaches, stomachaches, sleep disturbances, chronic pain, unexplained injuries and/or changes in appetite.
- **Workplace consequences:** Decreased morale, decreased productivity, increased absenteeism and a toxic work environment.

HOW TO DEAL WITH WORKPLACE BULLYING

If you or someone you know is experiencing workplace bullying, here are some steps you can take:

- Document the behaviour.
- Seek support.
- Know your rights.
- **Employers:** Establish and enforce clear anti-bullying policies and train your employees to recognize and address bullying.

WORK SAFE BC SUPPORT AND RESOURCES



- [Workplace Bullying & Harassment Factsheet - Worker](#)
- [Workplace Bullying & Harassment Factsheet - Supervisor](#)
- [Workplace Bullying & Harassment Factsheet - Employer](#)
- [Workplace Bullying and Harassment FAQ's](#)

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Scan the QR code to learn more about workplace bullying and harassment.