

Examples of Direct Bullying

- abusive, insulting or offensive language
 - spreading misinformation or malicious rumours
 - displaying offensive material
 - behaviour or language that frightens, humiliates, belittles or degrades, including criticism delivered with yelling and screaming, tone of voice, sarcasm and insults, whether face-to-face or via other forms of communication;
 - inappropriate comments about a person's appearance, lifestyle or their family
 - teasing or regularly making someone the brunt of pranks or practical jokes
 - interfering with a person's personal effects or work equipment
 - harmful or offensive initiation practices
 - physical assault or threats
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Examples of Indirect Bullying

- unreasonably overloading a person with work
- not providing a person with enough work consistent with their position
- setting timelines that are difficult to achieve or constantly changing
- setting tasks beyond a person's skill level, setting meaningless tasks, or unfairly assigning unpleasant tasks
- deliberately denying access to information, consultation or resources
- unfair treatment in relation to accessing entitlements such as leave or training
- ostracism - physical or social isolation, exclusion from work-related activities; not acknowledging or responding to an individual's presence or comments; leaving the room when a person enters
- undermining - persistent and baseless criticism; unwarranted removal of responsibility; ridicule, taunts; hectoring; spreading gossip and rumours; sending and/or copying inappropriate remarks about a person to others; belittling or derogatory remarks or actions that diminish a person's dignity (such as eye-rolling responses)