



Recognize WorkPlace Bullying

Workplace bullying occurs when employees experience an ongoing pattern of mistreatment which causes harm to physical and/or psychological (mental) health.

Workplace Bullying is Characterized By:



Serial Bullying

Can be traced to one individual, who picks on one employee after another and then moves on.

Regulation Bullying

A serial bully forces their target to comply with rules, regulations, procedures or laws regardless of their appropriateness, applicability or necessity.

Secondary Bullying

The pressure of having to deal with a serial bully causes the bullied person's behaviour to decline. The target may then adopt bullying behavior.

Corporate Bullying

An employer abuses an employee with impunity (no consequences) knowing the law is weak and the job market soft.

Vicarious Bullying

An individual promotes/ encourages conflict between two parties. This is known as triangulation where the aggression gets passed around.

Residual Bullying

After the serial bully has left or been fired, the behaviour continues by others in the organization - sometimes for years.

Gang Bullying

Usually occurs among colleagues or peers, it involves scapegoating and victimizing the target.

Pressure Bullying

Having to work to unrealistic time scales and/or inadequate resources.

Pair Bullying

Takes place with two people, one active and verbal, the other often watching and listening.

Institutional Bullying

Behaviour is entrenched and accepted as part of the culture.

Legal Bullying

Using legal action to control and punish a person.

Organizational Bullying

A combination of pressure and corporate bullying, occurs when an organization struggles to adapt to changing markets and extreme pressures

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