

## WHO DO I CONTACT?



Australian Government

Comcare

1300 366 979  
[COMCARE.GOV.AU/BULLYING](http://COMCARE.GOV.AU/BULLYING)



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# 1

**BULLYING IS**—repeated unreasonable behaviour that is humiliating, intimidating, threatening or demeaning to a person, or group of persons at a workplace, which creates a risk to health and safety.

**BULLYING IS NOT**—performance management or any other legitimate management action conducted appropriately.

# 2

## **RESPONDING TO WORKPLACE BULLYING**

### **What should I do?**

You should:

- > record exactly what has happened
- > talk to someone you trust
- > read your organisations bullying policies and procedures.

Above all:

- > remain calm
- > keep an ongoing record of events
- > don't be a silent witness to workplace bullying.

# 3

## **Understand your options, you may choose to:**

- > confront your bully—if you feel able to do so
- > report the incident
- > seek advice from your:
  - manager
  - human resources area
  - worker contact officer
  - health and safety representative
  - worker representative
  - employee assistance program.