



Workplace Bullying: Creating a Safe Environment

Swipe to learn how we protect dignity and respect at work.



What Is Workplace Bullying?

Repeated Behaviour

Persistent actions over time directed at individuals or groups.

Unreasonable Conduct

Behaviour a reasonable person would consider inappropriate or harmful.

Physical or Psychological Harm

Actions leading to adverse health and safety effects.



Examples of Bullying Behaviour

Physical Threats

Attacks or threats of violence towards others.

Verbal Abuse

Belittling comments, teasing, personal insults, or public criticism.

Intimidation

Shouting, withholding information, or assigning meaningless tasks.

Exclusion

Isolating others or interfering with personal property.

What Bullying Is NOT

- **Isolated Incidents**

One-off forgetfulness, rudeness, or tactlessness.

- **Performance Standards**

Setting high standards for quality or safety reasons.

- **Constructive Feedback**

Legitimate advice, peer review, or work instructions.

- **Disciplinary Actions**

Warning or disciplining workers following organisational policies.



Roles and Responsibilities

Managers Must:

- Provide induction on this policy
- Be role models for respectful treatment
- Monitor and address inappropriate behaviour
- Deal with bullying incidents promptly

Workers Must:

- Treat others with dignity and respect
- Comply with this policy
- Report bullying incidents
- Not condone abusive behaviour

How to Report Bullying

01

Direct Approach

Request the behaviour stop directly if possible.

02

Informal Discussion

Raise matter with your manager or next-level manager.

03

Formal Complaint

Submit detailed written complaint to HR or designated contact.

04

Investigation

All reports treated seriously and investigated promptly.

 Contact [HR Unlocked](#) for confidential support and guidance.



Zero Tolerance for Bullying

We're committed to a safe, respectful workplace for everyone.

Report bullying. Support colleagues. Create positive change together.

Share this post to help create safer workplaces across New Zealand.