

Workplace Harassment



What is workplace harassment?

You have the right to a workplace that is safe and free from bullying and harassment. In Queensland, An Advisory Standard under Workplace Health and Safety Legislation exists to prevent and deal with harassment. This covers all employees including Apprentices and Trainees.

Workplace harassment and bullying can take on a number of different traits and can affect us on an emotional, physical, verbal and non-verbal level.

At work have you ever...

- Been put down or had offensive remarks directed at you?
- Been humiliated through gestures, sarcasm or insults?
- Felt singled out or isolated without good reason?
- Had your personal property damaged or tampered with?
- Been constantly criticised and/or belittled?
- Had rumours spread about you?
- Been threatened with termination of your employment?
- Been overloaded with work?

If you ticked yes to any of these you may have been, or could be, a victim of workplace harassment.

What can I do?

If you are being bullied at work there are a number of ways to seek guidance and support internally (within your workplace) and externally (outside you workplace).

Internal

It's as simple as communicating to your manager how you are feeling about the situation in the form of an email, or conversation.

If you don't feel comfortable speaking to your manager for any reason, then you can discuss it with THEIR supervisor or the owner of the business.

External

Alternatively, if you are uncomfortable speaking directly to your manager, or want to find out more information you can contact various services available (see below). These external organisations offer ways to resolve issues often through legal guidance, support and counselling.

It may be useful to talk it over with someone you trust such as your parents, Elders or counselor or your GP. Bullying that goes unaddressed can have a negative impact on your health.

Remember to keep notes and records of each incident!

Where can I go for more information and advice?

Young Workers Advisory Service	1800 232 000	www.ywas.org
Workplace Health and Safety Info line	1300 369 915	
Queensland Workplace Rights Ombudsmen	1300 737 841	www.qwro.qld.gov.au
Fair Work Infoline	13 13 94	www.fairwork.gov.au
Department of Education and Training (Apprentice/trainee enquiries)	1800 210 210	
Queensland Council of Unions (Union information)	3846 2468	www.qcu.asn.au

