



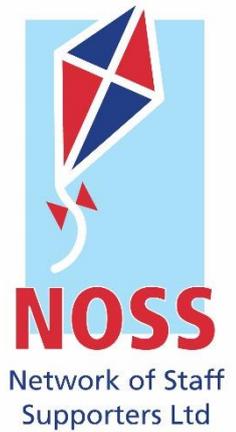
# Harassment at work

“In a Nutshell”

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Harassers do not always stop being harassers once they grow up. Often, the name-calling, spitting and kicking of the playground can turn into cruel behaviour in the workplace.

Worryingly, harassers at work are a problem for a large number of people. According to an NHS survey, three out of five hospital staff have witnessed harassers at work.



## Types of harassers at work:

**Public verbal abuse** - This could include being made to feel inadequate in front of your colleagues by a senior member of staff, being shouted at and being made to feel unprofessional in public.

**Contract manipulation** - This could include being threatened with job loss if certain tasks are not met by a certain deadline.

**Gossiping** - When other colleagues spread rumours or talk about your appearance and personal life behind your back.

**Isolation** - When colleagues intentionally leave you out of social events.

**Emotional manipulation** - When colleagues make you feel guilty to get what they want.

Often, harassment at work occurs because one person feels threatened by another.

Sometimes people who are unable to deal with work and social challenges in a professional manner see no option but to revert back to playground tactics to get what they want.

## Effects of harassment at work.

Harassment can have a terrible impact on the physical and mental health of those affected the harasser and the organisation. Some symptoms of persistent harassment at work include:

- Headaches and nausea
- Anxiety
- Sleeplessness
- High blood pressure
- Ulcers
- Teary
- Low-Self esteem
- Loss of confidence
- Depression
- Loss of concentration
- Irritability
- Suicidal thoughts
- Poor work performance
- Staff turnover
- Increase in sickness and absence

## **Stop harassment at work!**

Never sit back and let harassment happen just because you think it is the 'natural order of things' in a business environment. Nobody should be made to feel like a victim. If you are being harassed at work, you can take the following steps:

- Keep a written record of any abuse with dates included.
- Speak to your manager.
- If you are part of a union contact your representative for advice.
- Warn the harasser that you will take action if their behaviour does not stop. You can do this via email, letter, face to face or via your manager or another colleague.
- If the harassment does not stop you can make a formal complaint.