Bullying or Harassment at Work

Been accused of bullying at work?

Bullying and harassment at work is unacceptable. If you’ve been accused of bullying or harassment at work here are some things to consider.

- Even though your behaviour seems harmless to you, it is the other person’s reasonable reaction that is important.
- Consider differences in attitude, culture and the appropriateness of your behaviour.
- Being accused of harassment or bullying does not automatically indicate guilt.
- Reflect carefully about the complaint and consider if it can be justified and if it would be advisable to change your behaviour.
- Your colleagues have the right to ask you to stop behaving in a way that they find insulting or offensive.
- A support network is available to any member of staff who has been accused of bullying or harassment – Just Ask. They will be able to act as a sounding board for your issues.
- The University’s policy on bullying and harassment allows individuals to explore informal resolution to issues. Be prepared to try and resolve issues so that both parties can move forward and put them in the past.
- Consider if Staff Development can offer you any courses that could help with your personal development and your interpersonal skills.
- Read the Dignity and Respect Procedure for more information.