
Workplace Bullying & Occupational Violence Policy

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Bullying

What is bullying?

Bullying is a form of harassment. Bullying behaviour is based on the misuse of power in human relationships. From an occupational health and safety perspective, workplace bullying is defined as: *repeated, unreasonable behaviour directed towards a person or group of persons at a workplace, which creates a risk to health and safety.*

“Unreasonable behaviour” is behaviour that is offensive, humiliating, intimidating, degrading, or threatening.

“Repeated behaviour” refers to the nature of the behaviour, not the specific form of the behaviour. Therefore, repeated unreasonable behaviour may be a pattern of diverse incidents, often escalating over time, e.g. verbal abuse on one occasion, personal property intentionally damaged on another occasion, and subsequently being unreasonably threatened with the sack.

Students have a duty to ensure that they do not create or increase risk to another person. They must cooperate with the College in adopting measures that prohibit bullying or violence.

Workplace Bullying and Occupational Violence

Marcus Oldham College is committed to providing our employees and students with a healthy and safe work environment that is free from bullying.

Bullying is repeated unreasonable behaviour directed toward an individual, or group of individuals, that creates a risk to health and safety. Examples of bullying include:

- verbal abuse and yelling
- humiliating someone through sarcasm, criticism, or insults
- constant criticism or insults
- exclusion of a person from workplace or student activities
- giving someone the majority of unpleasant tasks
- displaying written or pictorial material which may degrade or offend certain students
- initiation pranks
- spreading misinformation or malicious rumours

Marcus Oldham College expects all employees and students to behave in a professional manner and to treat each other with dignity and respect at all times.

We encourage all employees and students who experience bullying to report it.

Any reports of bullying will be treated seriously and investigated promptly, confidentially, and impartially.