

Defence Equity Advice Lines

1800 644 247
1800 803 831
1800 626 254

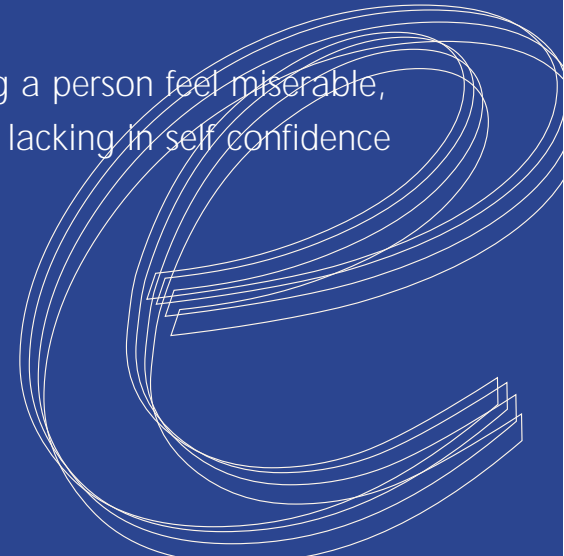
Overseas:
(International 800 Defence 1 Access Code) 800 33336231



Defence a bully-free workplace

Bullying is:

- > Harmful
- > Intimidating
- > Humiliating
- > Embarrassing
- > aimed at making a person feel miserable, demoralised and lacking in self confidence



Examples of bullying

- > Setting unreasonable work demands or deadlines
- > Unreasonable criticism of work performance
- > Ignoring a person
- > Threatening a person with the sack or demotion
- > Talking disparagingly about a person in that person's hearing
- > Excluding a person from a workplace social event

Bullies can be

- > Arrogant
- > Abrasive
- > Mean
- > Violent
- > Critical
- > They may regularly shout or swear
- > Overbearing
- > Nitpicking
- > Nasty
- > Rude
- > Abusive

Bullying is not

- Giving a lawful command
- Legitimately correcting performance
- Counselling
- Appropriately shouting

What do you do if you think you are being bullied?

Gain support from:

- the Chain of Command
- an Equity Adviser
- co-workers
- professional counsellors or chaplains
- Be assertive, but not aggressive or rude
- Document - keep a diary incidents
- Remember bullying is a pattern of behaviour
- Avoid being alone with the bully
- Report - make a complaint
- Keep yourself safe
- Don't blame yourself
- Support others
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