

Workplace Bullying Prevention Services

The prevalence and impact of workplace bullying in Australia has only recently been explored. Research suggests that between 25 to 50 percent of employees will experience bullying at some time of their working lives, although in some occupations the figure is as high as 95 percent¹. While many workers will not become a direct victim of bullying, they will almost certainly experience the negative impact of working in an environment marred by the bullying of colleagues.

The fallout of bullying is widespread, impacting not only on bullying victims, but also bystanders and the organisation. Victims of bullying are likely to suffer such impacts as a loss of self esteem and confidence through to depression and post-traumatic stress disorder. One overseas study reported three-quarters of victims of long-term bullying showed symptoms of post-traumatic stress disorder, including 65 percent where the actual bullying had ceased five years before².

Bystanders are likely to experience a range of negative emotions including fear they might be the next victim, guilt for not having intervened and anger and resentment at having been intimidated by the bully. The economic and legal impacts of bullying on an organisation are enormous, particularly when indirect costs, such as the erosion of employee loyalty and commitment and management time in addressing these issues, are taken into account.

It is therefore imperative for employers to promote a clear message that workplace bullying is unacceptable. Employers should also ensure all staff are aware of anti-bullying policies and procedures, know the reporting process and understand that their reports will be dealt with in a proper manner. Personal Safety Australia aims to assist organisations in this process with services including:

Workplace Bullying Prevention Awareness Sessions

Workplace Bullying Prevention Workshops

References:

¹ Beyond Bullying Association 2008, 'Bullying Facts and Figures (online) Available <http://www.connectqld.org.au> [Accessed 23 January 2008].

Workplace Bullying Prevention Awareness Sessions

Purpose:	To equip, empower and inspire clients with an awareness of workplace bullying dynamics and strategies to address bullying behaviour appropriately and prevent it from occurring/re-occurring.
Duration:	2 hours
Target audience:	Staff and managers of all levels
Participant numbers:	Up to 50 participants
Learning objectives:	On completion of this awareness session, participants will be able to demonstrate an awareness of: <ul style="list-style-type: none"> ● Bullying behaviour ● The impact of bullies ● Various types of bullies ● Employer and employee obligations regarding workplace bullying ● Strategies for targets (employees experiencing bullying), bystanders and employers to effectively address workplace bullying ● Strategies for employers and employees to prevent workplace bullying.
Learning methods:	Lecture-style presentation with visual aids. Participants will have the opportunity to ask questions.
Further information:	Further information regarding this workshop can be accessed by visiting the Member Login section or by contacting us .

Workplace Bullying Prevention Workshops

Purpose:	To equip, empower and inspire clients with essential knowledge and skills to effectively deal with workplace bullying and to prevent bullying behaviour from re-occurring or contaminating a healthy workplace.
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Duration:	1 day (approximately 8 hours including meal breaks)
Target audience:	Staff and managers of all levels
Participant numbers:	Up to 20 participants
Learning objectives:	<p>On completion of this workshop, participants will be able to:</p> <ul style="list-style-type: none">• Define bullying behaviour• Describe examples of bullying behaviour• Understand the impact of bullies• Recognise various types of bullies• Outline employer, employee and bystander obligations regarding workplace bullying• Explore strategies for targets (employees experiencing bullying behaviour), bystanders and employers to effectively address bullying behaviour• Explore strategies for employers, bystanders and employees to prevent bullying behaviour• Apply appropriate bullying intervention and prevention strategies to a range of situations.
Learning methods:	Class and group activities including role-plays, case studies, brainstorming, discussion and other interactive methods.
Further information:	Further information regarding this workshop can be accessed by visiting the Member Login section or by contacting us .

[< Back to Workplace Safety Services](#)