

Request that the behavior stop

If you are able, tell the bully that you find the behavior offensive and ask them to stop.

Remember, you are not alone. A MAPE survey revealed that 1 in 4 members have either been bullied or witnessed bullying behavior at work.

Notify your union

Contact a local steward and tell them what's going on and the steps you've taken. Keep them apprised and work with them.

You are being bullied.

Now what?

Document the behavior

Save emails, document conversations, include any witnesses, verify time and place

Assess the situation

Is it just you, or are there others? Remember, there is power in numbers!

First steps and initial responses to bullying behavior at work

Leave the area and report

If the behavior becomes too intense, leave the area, contact a steward and lodge a report with HR

Utilize the Respectful Workplace Policy

Follow the policy's complaint process, whether it is informal or formal.

Don't play the game

Don't allow the bully to push your buttons. Don't respond in the same offensive manner.

Don't ignore the behavior

It won't go away. In fact, it will probably worsen.