

Workplace bullying

- What is it???
- What are the causes?
- Who are the bullies?

- Consequences for the victim
 - headaches / nausea / stress / immune system breakdown
 - loss of confidence / reduced performance
 - insomnia
 - can take it out on family or friends

- General costs to the company
 - loss of public image
 - low morale, therefore low productivity

- Financial costs to the company
 - time and \$\$ associated with retraining / advertising
 - high absenteeism and staff turnover
 - low productivity
 - increase in workers compensation premiums (through stress or an injury caused by stress)

- Code of Conduct at the University:
 - “All students and staff of the University will treat each other with respect.”

 - “All student and staff of the University to observe their colleagues’ right to work and study in an environment free from discrimination and harassment in the form of intimidation, threat and humiliation.”

BULLYING

What to do:

- identify you are being bullied
- if appropriate, tell the person they are upsetting you – they often don't know they are doing it!
- keep records of incidents
- seek help, you can't handle this alone
- seek work policies
Staff Complaints Policy – in development
- resist temptation to fight back
- put your complaint in writing

Key contacts:

-Human resources: Consulting team

- here to listen (if you need to offload) – confidential services
- here to guide and give you tools – further information
- here to take a complaint – **must be in writing**

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Michelle Radford
Dennis Picton
Neal Shead
Rachael Linton

-Union

Cheryl Baldwin

-Working Women's Centre

1st Floor
Station arcade
52 Hindley Street Adelaide

-Equal Opportunity Commission

2nd Floor
45 Pirie Street Adelaide

-Employee Ombudsman

6th Floor
63 Pirie Street Adelaide