

Strategies to deal with bullying in the workplace

Eliminating bullying requires making improvements in the psychosocial work environment:

- addressing **organizational** factors:
 - providing information on organizational goals
 - clarity around policy and procedures
 - ensuring role clarity
- developing a responsive **leadership** style which:
 - encourages innovation
 - provides a measure of choice over how to carry out the work
 - promotes leadership among employees
- promoting a bully-free workplace **culture** so that through education:
 - employees know what is and is not bullying behaviour
 - appropriate and early action can be taken to address the behaviour; and
 - we can prevent bullying from recurring

Mission: *To be a leader in advancing the right to dignity on the job through delivery of programs to promote Bully-Free Workplaces and Restorative Workplace Practices.*

On January 16, 2013 Canada adopted a National Standard focused on promoting employees' psychological health and preventing psychological harm at work.

Bullying is a psychological hazard in the workplace. It is unwanted and unreasonable behaviour that creates a risk to the health and safety of targeted workers, witnesses, and those alleged to engage in bullying behaviour.

The NSGEU Role:

- demonstrate shared concern for worker well-being
- provide expertise in the workplace
- provide tools to support Prevention, Protection, and Promotion

We all have a responsibility in

Working Toward Bully-Free Workplaces



We can stop this form of violence and emotional harm

For program details contact:
1-877-556-7438
902-424-4063
inquiry@nsgeu.ca



NSGEU

Contact NSGEU for more information or to arrange for one of our workshops at 902-424-4063, 1-877-556-7438 or email inquiry@nsgeu.ca

NSGEU

Nova Scotia Government & General Employees Union

NSGEU Bully-Free Workplaces



You can end bullying in your workplace!

Objectives of the Program

The program is member-driven, which emphasizes quality assurance through:

Research the causes of bullying, its impacts, and strategies for change and best practices.

Development of NSGEU Bully-Free Workplaces materials to help identify and address workplace bullying.

Evaluation ensures the program is meeting the needs of the participants and directs us to future strategies and interventions.

Peer-to-peer facilitation is the starting point in discussion about workplace bullying. Our trained facilitators are NSGEU members, or have met the standards of the NSGEU Train-the-Trainer Program.

Our program creates awareness about workplace bullying and provides:

- clear understanding of the topic and definitions
- an increase in knowledge and awareness
- confidence that something can be done
- guidance to change workplace culture and eliminate risk factors

Benefits of the Program

Provides:

- employee education
- employer feedback that allows for assessment and addressing risks associated with bullying behaviour
- implementation of practices that support sustainability and promote psychological health and safety in the workplace

"Employers should be recognized for getting on board with the union to address and educate staff on bullying. We need to create a positive, safe, bully-free workplace."
~ NSGEU member

The damages of bullying include:

- Loss of enthusiasm
- Decrease in productivity
- Lack of communication
- Lowered job satisfaction
- Higher stress
- Increase in sick-leave
- Increase in workers compensation claims
- Increase in costs to the employer

Workshops

- **Two-hour awareness session:** defines what bullying is, explores the effects of bullying on the individual, co-workers and the workplace and introduces interventions
- **Six-hour interactive workshop:** explores issues in greater depth with small group activities, which engages participants to help understand solutions to workplace bullying. May be adapted to half-day workshop
- **Online training program:** creates awareness and lays the ground work for intervention
- **Train-the-trainer program:** considers the national standards for psychologically healthy workplaces with facilitators trained to deliver the NSGEU program
- **Restorative Practices in the Workplace:** provides a model of shared responsibility in addressing workplace bullying
- **EMPATHIC (EMpowering Positive Action To Heal and Integrate Change) Program:** for those alleged to have bullied, or who think they may have used bullying tactics

For program details contact:

Bully-Free/Restorative Practices Coordinator

1-877-556-7438 or 902-424-4063
inquiry@nsgeu.ca

"One cannot change their bullying behaviour if they are not aware they are being a bully. On the other hand those being bullied need to know their options and resources." ~ Participant

NSGEU