

## 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.*

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 is currently engaged in a 3-year national research project on the implementation of the Standard through the Canadian Mental Health Association.

### 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 to Work Toward Bully-Free Workplaces



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](mailto:inquiry@nsgeu.ca)

*"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

## NSGEU

Nova Scotia Government & General Employees Union

# NSGEU Bully-Free Workplaces



## Objectives of the Program

This member-driven emphasizes quality assurance through:

**Research:** causes of bullying, impacts, and strategies for change and best practices.

**Development:** of materials to help identify and address workplace bullying.

**Evaluation:** ensures the program is meeting the participant needs and providing future strategies and interventions.

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

## Effects of Workplace Bullying



## Benefits of the Program

- Employee education
- Employer feedback for assessment and addressing risks associated with bullying behaviour
- Implementation of practices that support sustainability and promote psychological health and safety in the workplace.

## Module Delivery Format

1. Understand the importance and need to address workplace bullying behaviour
2. Provide strategies for change aligned with The National Standard
3. Skills practice to include everyone
4. Maintaining culture shift through restorative practices.

## Impact of Bullying on Mental Health



## Program Delivery

- **Four two-hour modules:** ideally scheduled four to six weeks apart to allow for skills practice to support shifting workplace culture.
- **Two-hour awareness session:** defines bullying. Explores the effects of individuals in the workplace. Introduces remedies.
- **Six-hour interactive workshop:** includes small group activities and explore issues in greater depth. Engage participants in understanding solutions. May be delivered in two half-day sessions.
- **Restorative Practices in the Workplace:** provides a model of shared responsibility in addressing workplace bullying. Requires awareness session and follow-up.
- **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.
- **Train-the-trainer program:** facilitator competency is the strength of the program. Complies with the National Standard for Psychological Health and Safety.

For program details contact:

Bully-Free/Restorative Practices Coordinator

1-877-556-7438 or 902-424-4063

[inquiry@nsgeu.ca](mailto: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