# 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 implemenation of the Standard through the Canadian Mental Health Association.

#### The NSGEU Role:

- demonstrate shared concern for worker wellbeing
- 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

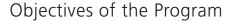
Contact NSGEU for more information or to arrange for one of our workshops at 902-424-4063, 1-877-556-7438

or email inquiry@nsgeu.ca

"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** Bully-Free Workplaces



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 indiviuals 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 competancy 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

"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

