

# Workplace Bullying Behaviours

## Isolating Acts (under the radar bullying)

- Creating a climate of fear
- Ignoring
- Excommunicating
- Teasing with hostility
- Degrading
- Campaigning against
- Spreading rumours
- Demonising
- Glaring at
- Cutting them out of meetings
- Treating differently to others
- Isolating
- Excluding
- Taunting
- Humiliating - publicly
- Compromising confidences
- Gossiping negatively about
- Scapegoating
- Treating rudely
- Grimacing at
- Talking down

## Twisting Acts (under the radar bullying)

- Micromanaging
- Providing false information
- Criticising their work, all the time
- Nit-picking trivial stuff
- Withholding critical information
- Withholding critical resources
- Withholding credit
- Unrealistic work demands – setting the person up to fail
- Assigning ‘dustbin / menial’ work
- Excessive work not reassigned
- Stress used to push performance
- Testing loyalties
- Negative feedback, all the time
- Stalking
- Blackballing
- Talking over
- Toying with annual / special leave requests
- Toying with raises, pay

## Official Acts (using the system)

- Downgrading
- Reducing
- Removing
- Displacing
- Changing or denying an office
- Changing role or assignment
- Relocating
- Negative performance reports – all the time
- Selective rule enforcement
- Bumping
- Adverse action
- Disciplining unfairly
- Retiring

## Physical Acts (over the radar bullying)

- Shouting
- Yelling
- Screaming
- Banging fist on table
- Talking over
- Throwing stuff about
- Threatening language
- Aggressive body language – in the face finger pointing
- Aggressive invasion of personal space