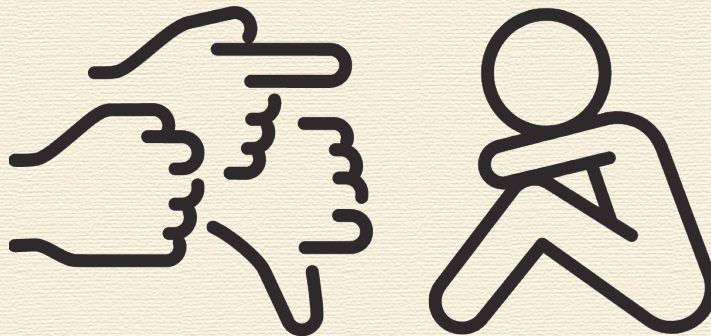


BULLYING AND DISCRIMINATION

What is **bullying**?



Bullying is repeated verbal, physical, social or psychological abuse or other unreasonable behaviour by a person or group of people towards another person or group of people at work that **creates a risk to health and safety**



Discrimination happens when a person, or a group of people, is **directly or indirectly treated less favourably** than another person or group because of their **background or certain personal characteristics**



What is **discrimination**?

WHAT CAN YOU DO IF YOU ARE BEING BULLIED OR DISCRIMINATED AGAINST?



If the bullying/discrimination is violent/threatening **call 000 immediately**



Support Act's Wellbeing Helpline offers **free**, confidential counselling and mental health support - **1800 959 500**

The **Australian Human Rights Commission** suggests...



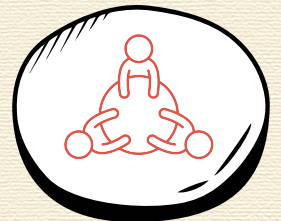
Keeping a diary of the bullying/discrimination (can help you decide if you want to make a complaint)

Getting Support. There is an array of support available, including the **FairWork Ombudsman site** and the **Support Act Wellbeing Helpline**



Approaching the bully. If you feel safe, you can approach the person who is bullying you and tell them that their behaviour is **unwanted** and **not acceptable**

Telling someone at your workplace (supervisor/manager/HR/grievance officer) could lead to a warning, requiring the bully to have counselling, a mediation process or even firing the bully



Get **outside information** and **advice** from the **Fair Work Commission**, the **Fair Work Ombudsman** or the Office of the **eSafety Commissioner**. For cyberbullying and online abuse, visit the **ReportCyber** website and for complaints about discrimination, visit the **Australian Human Rights Commission** website