

# Bullied at work?

UNISON can help



**UNISON**  
*the public service union*

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Bullying at work is unacceptable and a source of misery for many workers that can lead to stress, depression, lowered self confidence and other serious health problems. It also leads to lowered morale, sickness absence and the loss of trained and experienced staff as some workers are forced to leave their jobs.

Results from a UNISON survey on bullying carried out in 2009 supports this. We spoke to over 7,000 UNISON members and found that 2,466 people had been bullied in the last six months, while for 1,554 members the bullying was ongoing.

Bullying can destroy lives and should be reported and dealt with the same as any other health and safety hazard at work.

That is why UNISON is campaigning to ensure

that bullying at work is recognised and dealt with by employers. We are:

- raising awareness of workplace bullying
- persuading employers to take bullying seriously as an issue that needs addressing and managing
- training more safety representatives to deal with cases of bullying
- supporting members who are being bullied at work.

We want all workplaces to have an effective, up-to-date anti-bullying policy and for employers and UNISON safety representatives to work together to make our workplaces better.

## What is workplace bullying?

There is no simple definition of bullying because it can take many different forms,

occur in a variety of situations, crosses gender, race, age and involve one or a number of individuals.

However, UNISON has defined workplace bullying as persistent offensive, intimidating, humiliating behaviour, which attempts to undermine an individual or group of employees. Bullying is generally carried out face-to-face but can also occur in writing by telephone, text messaging, or by email.

## Not yet a member of UNISON?

If you are not already a member of UNISON or wish to find out more about the services that UNISON provides, please ask the person who gave you this leaflet for an application form, join online today at [unison.org.uk/join](http://unison.org.uk/join) or ring 0845 355 0845.