

## Prevent bullying in the first place!

- Encourage respect and professionalism among all workers in the workplace.
- Establish a workplace policy, including an incident reporting system, to ensure everyone's safety.
- Educate all workers on the seriousness of bullying and who they can go to for help.

## Stop Bullying when you see it!

- Tell the bully that his/her behaviour is NOT acceptable and ask them to stop.
- Have a Steward/Rep there when you confront the bully.
- Keep notes of daily events (date, time, what happened, details, name(s) of witness(es), and outcome). Evidence of repeated incidents and pattern are important.
- Keep copies of letters, memos, emails, social media posts, etc that you receive from the person and any materials the victim receives from the bully(ies) or about the bullying.
- Provide the victim with a safe space following the incident, while it's being reported.
- Report the harassment to your Supervisor, Manager, Health & Safety Rep, Union Steward or Union Rep immediately.



## LGBTQ RESOURCES

- [egale.ca](http://egale.ca)
- [bullyfreealberta.ca](http://bullyfreealberta.ca)
- [rainbowhealthontario.ca](http://rainbowhealthontario.ca)

Visit the  
Community Action Network page at  
[www.ufcw175.com](http://www.ufcw175.com)  
for links to more resources.



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Build a culture of **RESPECT**  
and **DIGNITY** at your workplace!



## **Bullying is not okay.**

Everyone deserves to work in a safe place, free from bullying and harassment.



Lesbian, gay, bisexual, transgender, & queer (LGBTQ) individuals, and youth in particular, are far more likely to be bullied because of prejudice against their actual or perceived sexual orientation or gender identity.

Bullying is the assertion of power through deliberate and repeated attempt to intimidate, humiliate, and isolate another person. LGBTQ Bullying can be particularly distressing and, gone unchallenged, can sometimes lead to violent attacks against the target.

Examples of workplace bullying include:

- Intimidation
- Threats
- Physical abuse
- Verbal abuse
- Spreading rumours
- Making offensive jokes
- Harassing, stalking or spying
- Assigning trivial job responsibilities
- Constantly criticizing or putting someone down
- Undeserved punishment
- Name-calling, using profanity
- Ganging up on or socially isolating a person
- Personal attacks on someone's private life or attributes
- Cyber-bullying through social media, texting and other means

**Do not retaliate &  
Do not ignore the situation**

Bullying has deeply hurtful effects on the victim:

- feeling vulnerable and alone
- loss of confidence
- inability to sleep
- loss of appetite
- psychosomatic symptoms such as stomach pains and headaches
- panic & anxiety, especially about going to work
- stress
- inability to concentrate
- low morale
- anger
- frustration
- helplessness
- frequent illness
- depression
- suicidal thoughts

If no one challenges a bully, the bullying can get worse. Witnesses who stay silent are essentially giving the bully permission to continue.



**You have the power to stop it.**

Sometimes we don't see the bullying take place but we may see symptoms in the victim. Be aware of unusual behaviour in co-workers, such as:

- missing work
- low morale
- isolating themselves
- anxiety
- panic attacks
- declining work performance
- irritability
- hypersensitivity
- other symptoms of depression

Speak to the person about your concerns. If you're not comfortable bringing it up yourself, speak to your Steward or Union Rep.



**Create a Safe Space  
Be an Ally**

Trust is vital for victims of bullying and especially for those targeted in LGBTQ bullying. A Safe Space can be an office, a room, or simply the space around you.

- Speak up against slurs and inappropriate comments: Those who hear you speak up will know they have an ally in you.
- Use the words 'partner' or 'spouse.'
- Challenge discriminatory practices when they occur.
- Display visible Pride symbols: Put a rainbow sticker on your locker, office window, etc.
- Listen & support.
- Know the issues & the terminology.