Examples of Bullying

Examples of what constitutes bullying (non-exhaustive list). These are repeated, persistent behaviours –

- Continually making jokes or demeaning remarks about a person or making more remarks about one member of a team compared to other team members.
- Verbal abuse, swearing or name calling.
- Excluding or isolating individuals.
- Intimidation.
- Deliberately ignoring or blanking someone.
- Assigning meaningless tasks unrelated to a person's role.
- Deliberately changing rosters to inconvenience particular individuals.
- Repeatedly demonstrating a clear bias and preferential treatment of one employee over an equally qualified other.
- Deliberately ignoring routine email or requests from certain individuals, or neglecting to involve a staff member in a work social event likely to be seen as a normal feature of work life.
- Deliberately withholding information that is vital for effective work performance.
- Placing demeaning comments on social networking sites.
- Putting hateful or derisory messages on social media e.g., attacks on a person's personality or appearance.
- Abuse of supervisory or managerial authority.
- Posting negative or defamatory comments on social media about a person.
- Frequent unwanted requests of another student for assistance with work or assignments.
- Subjecting one student's work or class contributions to public criticism in a demeaning or derogatory manner.
- Unrealistic and persistent expectations that a casual staff member or graduate teaching assistant attend unpaid meetings or provide extra support above and beyond what has been agreed in their employment arrangement.

Whilst all of these behaviours are unacceptable, some will be considered more serious than others.

Behaviours that do not constitute bullying (non-exhaustive list) –

- Differences of opinion and non-aggressive conflicts.
- Robust intellectual debate.
- Evaluative critical comments in the context of assessment of students work.
- Constructive feedback.
- Warning or discipling a member of staff in accordance with Ara's policies and procedures, including managing performance, constructive feedback, and the implementation of performance improvement plans.

- Setting expectations and discussing performance assessments. For example, I might find my manager's behaviour to be unwelcome, but my manager may well be trying to address a performance issue and is entitled to do that.
- Direction of day-to-day management.
- A single incident of unreasonable behaviour unless there is an established pattern.
- A manager issuing written or verbal lawful and reasonable work-related instructions to a staff member and expecting them to be carried out.