

## Examples of Victimisation

### What are some examples of victimisation (non-exhaustive list)?

Examples of victimisation include:

- suggesting to a would-be complainant that it would be better for them (or the team) if they did not make a formal complaint.
- threatening behaviour.
- disciplinary action that is not otherwise warranted and would not have been taken if a complaint had not been made.
- unreasonable change in duties or relocation.
- exclusion or isolation.
- failure to promote a person or downgrading a performance rating because they are regarded as a 'troublemaker' due to the complaint.
- allocating tasks which are not usually part of a person's normal duties because they have made a complaint.
- deliberately grading/marking a student's work lower than it warrants.