

## What to do if you are bullied at work.

### What is bullying?

Bullying is when you are picked on or called names. Bullying is when you are treated unfairly or differently to other people. Bullying is when you are left out or ignored.



### Bullying at work.

At work you can be bullied by the people you work with or by your boss. Bullying at work is called harassment. Bullying can happen face-to-face or by telephone, text or email.



**It is not OK to be bullied or harassed.**

### What can you do?

The law says that you must not be bullied at work because you have a disability. If you think you are being bullied at work you must tell someone.

- You can talk to your friends and family.
- You can talk to your support worker.
- You can talk to a manager at work.
- You can talk to an advocacy service.
- You can talk to a trade union.

It is a good idea to keep a diary of what happened and when and where it happened.



### **Who can help you?**

If you are being bullied, you can raise a grievance against your employer. This means that you can make a formal complaint. Ask for a copy of your employer's grievance procedure. Your employer must look into it and try to make sure that you do not get bullied again.



### **What to do if the bullying does not stop.**

If the bullying does not stop, you can go to a lawyer and get advice. You may need to go to court to get the bullying to stop. This is a big step. Your lawyer will help you to decide what to do.



### **What words mean**

#### **Grievance procedure**

This is a paper that explains the steps you can take if you are unhappy about something at work, and what your employer will do about it.



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