

## ARE YOU A VICTIM OF PSYCHOLOGICAL HARASSMENT?

To help determine whether a type of behaviour constitutes psychological harassment, ask yourself the following:

- Would a reasonable person consider this behaviour offensive?
- Does the conduct involve several incidents or only one serious incident?
- Are the behaviours, words, actions or gestures hostile or unwanted?
- Does the behaviour undermine self-esteem, belittle or cause humiliation?
- If there is only one serious incident of this behaviour, does it have a harmful effect that continues over time?
- Does the behaviour make the workplace harmful?

If you feel that you are victim of psychological harassment, discuss the situation with your Union Representative or Teamsters Canada.

## WHAT TO DO IF YOU FEEL HARASSED?

- Talk to someone that you are close to, that you trust, about the problem that you are experiencing. Do not isolate yourself.
- Express, very clearly, to the person who is the source of the unwanted behaviour that you wish the behaviour to cease immediately.
- Keep a written record of the interaction (facts, date and time of events, witnesses, etc).
- Bring the situation to the attention of your Union Representative who will listen to you and react promptly.

### Teamsters Canada Can Help

Teamsters Canada can help prevent psychological harassment and protect its members' rights by providing training seminars, counselling and documentation. We are dedicated to preserving a safe and respectful workplace for all.

If you believe you are being harassed, you are not alone. Contact your Union Representative or Teamsters Canada.



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## PSYCHOLOGICAL HARASSMENT IN THE WORKPLACE

Teamsters Canada Can Help.



## WHAT IS PSYCHOLOGICAL HARASSMENT?

Psychological harassment is any unwanted, repetitive\*, humiliating or abusive behaviour (i.e., comments, actions or gestures) that lowers a person's self-esteem or causes torment.

It is also a behaviour that exceeds what the person considers to be appropriate and reasonable in the performance of his or her work.

It may involve a superior, a coworker, a group of colleagues, a customer or a supplier.

\*A single serious occurrence of such behaviour may also constitute psychological harassment if it undermines the person's psychological or physical integrity and if it has a lasting harmful effect. Workplace sexual harassment is included in this

## INAPPROPRIATE AND UNACCEPTABLE BEHAVIOURS

### Common ways in which harassment is expressed;

- Making rude, degrading or offensive remarks.
- Making gestures that seek to intimidate or engaging in reprisals.
- Discrediting the person: spreading rumours, making fun of, humiliating, calling into question their beliefs or private life, insulting, shouting at or sexually harassing.
- Belittling the person: forcing the person to perform tasks that are demeaning or below their skill level or simulating professional misconduct.
- Preventing the person from expressing himself or herself: yelling, threatening, verbally assaulting, constantly interrupting or prohibiting the person from speaking to others.
- Isolating the person: no longer talking to them, ignoring their presence or distancing them from others.
- Destabilizing the person: making fun of their convictions, tastes and political choices.

## WHAT IS NOT CONSIDERED HARASSMENT?

Psychological harassment must not be confused with the normal exercise of the employer's management rights, namely the right to assign tasks and to reprimand or impose disciplinary sanctions. As long as the employer does not exercise these rights in an abusive or discriminatory manner, such actions do not constitute psychological harassment.

## EMPLOYER RESPONSIBILITY

### Prevention and Cessation

Prevention within the company is the best way to counter psychological harassment. It is the employer's responsibility to take reasonable steps to prevent psychological harassment and to stop such behaviour when it is brought to light.

Although it is the employer's duty to prevent psychological harassment, maintaining a healthy and respectful workplace is everyone's business.