

Workplace abuse

V 1.0

What is it?

Introduction

Workplace abuse is any repeated, unreasonable behavior directed towards a worker that creates a health and safety risk, involving power imbalances and manifesting as physical, verbal, or psychological harm through actions like bullying, harassment, intimidation, exclusion, sabotage, unwarranted criticism, threats, or humiliation, all designed to control or demean someone.

It can range from subtle gossip and exclusion to overt screaming, physical assault, or withholding resources, impacting mental, physical, and financial well-being.



Workplace abuse includes



Types and examples of abuse

- Verbal/Psychological: Insults, derogatory remarks, malicious rumors, offensive jokes, constant belittling, public humiliation, threats.
- Behavioral/Social: Excluding someone from activities, setting impossible deadlines, withholding necessary information or resources, sabotage, changing work arrangements to inconvenience someone.
- Physical: Pushing, shoving, tripping, grabbing, or any unwanted physical contact; threats with weapons.
- Unfair Treatment: Unjustified criticism, unfair feedback, denying training/promotion, assigning tasks too simple or difficult.



Key characteristics of abuse

- **Power Imbalance:** Abuse often stems from a power dynamic where one person or group exerts control over another.
- **Repetitive & Unreasonable:** It's usually not a one-off event but repeated unreasonable behavior that creates a risk to health and safety.
- **Harmful Impact:** Leads to physical, mental, emotional, and financial harm for the victim and damage to the organization.



How to recognize it

- Subtle: Gossip, minimizing achievements, isolation, unfair workloads, undermining.
- Overt: Screaming, public shaming, physical aggression, threats.



Workplace violence and aggression

- Workplace violence and aggression is when a person is abused, threatened or assaulted at the workplace or while they're working.
- It can cause both physical and psychological harm, making it a risk to health and safety.



What to Do

- Document: Keep records of incidents, dates, and witnesses.
- Seek Support: Talk to a mental health professional or trusted person.
- Report: Follow your organization's procedures, as employers have a duty to manage these risks.
- Contact Authorities: In cases of assault or serious threats, contact the police.



Open discussion

- Lets discuss workplace abuse
- Shared experiences
- Outcomes and expectations

Speaking engagements

- Craig Hubbard is available for speaking engagements.
- Contact us at <https://advocateNT.au>
- Older person abuse
- Workplace Abuse
- Lived experiences

