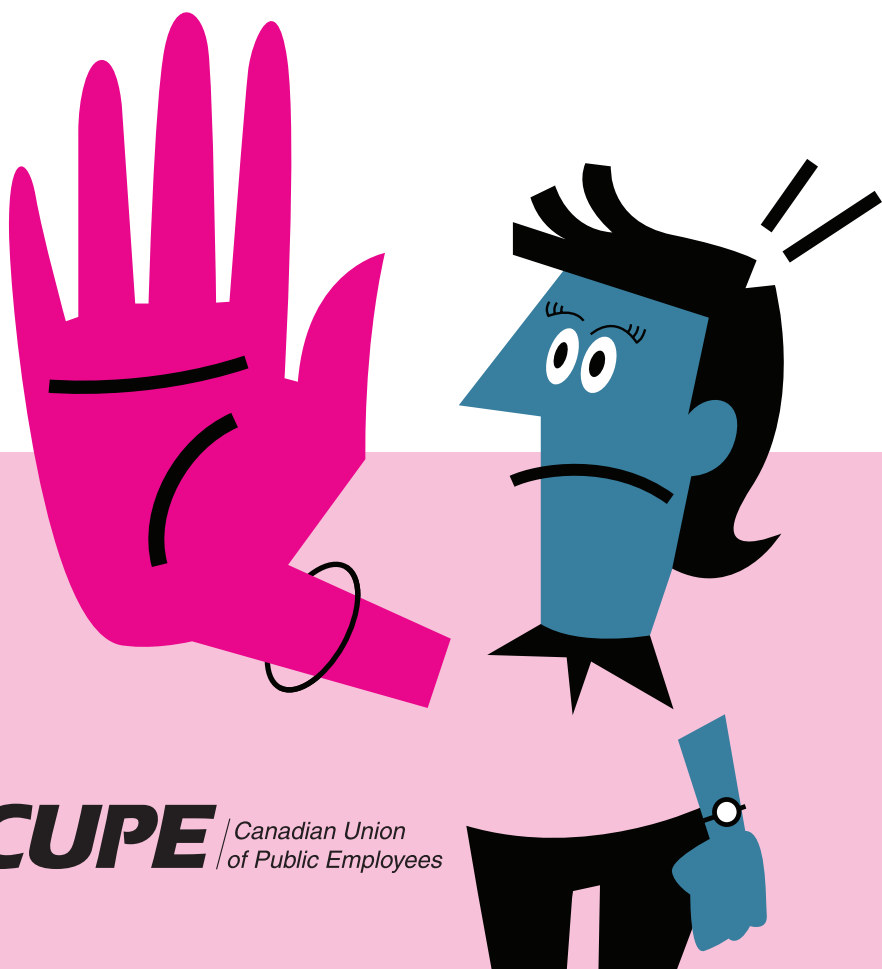


# SPEAK OUT! STOP BULLYING

Bullying can be devastating.  
It can lead to trauma, depression,  
and in the worst cases suicide.  
It hurts people of all ages.



**CUPE** / Canadian Union  
of Public Employees

Members of the LGBTTI community (lesbian, gay, bisexual, transgender, transsexual, or intersex persons) face much higher rates of bullying and harassment than other members of our society.

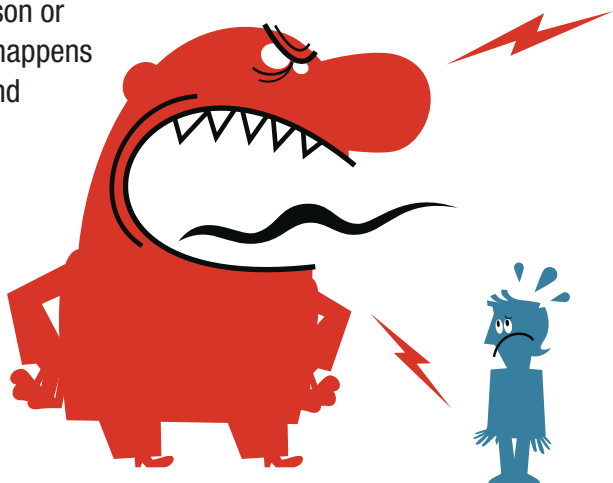
## What is bullying?

Bullying is a form of harassment. It impacts everyone, not only the person being bullied. It's an act of repeated aggressive behaviour by an individual or group, meant to intentionally harm another person mentally or physically, to gain power over them.

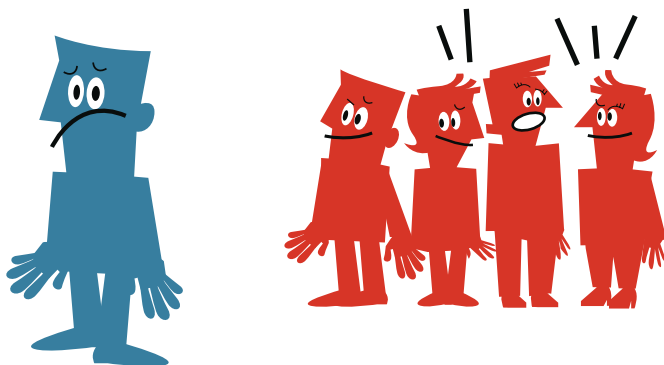
Examples of bullying include but are not limited to:

- Spreading malicious rumours, gossip, or innuendo.
- Persistently criticizing a person.
- Undermining or deliberately impeding a person's work.
- Physical abuse or the threat of abuse.
- Excluding or isolating someone socially.

Bullying can happen in person or behind someone's back. It happens online too, through email and social media like Facebook and Twitter.



Bullying creates an unhealthy workplace and can lead to increased absenteeism, staff turnover and recruitment problems. It can cause serious health problems like depression and anxiety, requiring costly treatment and medication. It increases the risk of errors and accidents, and decreases morale, productivity and motivation. Employers are legally responsible for providing a harassment-free workplace.



## What can we do about it?

### If you are being bullied:

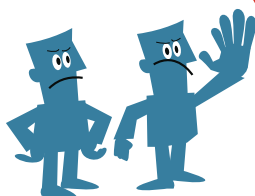
- Talk to someone you trust.
- Write down what is happening.
- Keep copies of any relevant letters, memos, emails, etc.
- Gather information on the employer policy, your collective agreement and other legal recourses available to you.
- Report the harassment with the assistance of your union.
- Follow up with your union and employer to ensure the issue is resolved.

### If you witness someone being bullied:

- Don't take part in the bullying.
- Talk to the bully if you feel safe.
- Provide a listening ear.
- Support the targeted co-worker in reporting the bullying.

## Take action to eliminate bullying in your workplace:

- Talk to a shop steward or your occupational health and safety committee about bullying.
- Negotiate collective agreement language to address harassment and bullying.
- Develop an anti-bullying campaign for your workplace.
- Develop a joint workplace anti-harassment policy with specific references to bullying.
- Attend a CUPE workshop on workplace bullying.
- Ask for education for all staff to help raise awareness and prevent bullying.
- Form alliances, like gay/straight alliances, with other people and groups to support bullied colleagues.
- Support Egale Canada's Safe Schools campaign.
- Organize events in your workplace or school to celebrate the International Day Against Homophobia, the Trans Day of Remembrance, the Day of Pink, and Pride events.
- Show your support! Wear pink on the second Wednesday of April – the Day of Pink.



Everyone deserves to feel safe.

**SPEAK OUT!**  
**STOP BULLYING**

For more information

[CUPE.ca/lgbtti](http://CUPE.ca/lgbtti)

[egale.ca](http://egale.ca)

[dayofpink.org](http://dayofpink.org)