

# WHAT IS **BULLYING**?

Offensive, intimidating, malicious, insulting, or humiliating behaviour, abuse of power or authority which attempts to undermine an individual or a group of employees and which may cause them to suffer stress.

- ▶ Spreading rumours
- ▶ Verbal abuse
- ▶ Aggressive behaviour
- ▶ Favouritism
- ▶ Exclusion

# WHAT IS **HARASSMENT**?

Engaging in any annoying and/or provoking comments or conduct that is considered unwelcome.

Discrimination is any practice or behaviour, whether intentional or not, which has a negative effect on an individual group of people.

- ▶ Derogatory words epithets, slurs, jokes
- ▶ Circulating offensive pictures, jokes and cartoons
- ▶ Differential treatment because of Code-related grounds
- ▶ Failing to provide an accommodation

The prohibited grounds as defined by the human rights code are: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, criminal record, age, marital status, family status, disability.

OPSEU Local 110: 519-452-4205 Room D2018



OPSEU  
Provincial  
Human  
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Committee



Problems? Call the OPSEU Equity Unit Hotline:  
1-800-268-7376 ext. 8778 TTY: 1-800-663-1070