

HOW ACTIVISTS CAN HELP

- Speak to your employer about including bullying in your workplace violence prevention program.
- Work with your employer to create a reporting system with follow-through and a support system for targets. Check to see how your employer's Employee Assistance Program handles cases of bullying.
- Ask for managers to receive leadership, communication and conflict resolution training.
- Appoint a steward (or two) to handle bullying issues.
- Provide Bullying Awareness, Deescalation, Diversity, Conflict Resolution and Peacemaking training.
- Utilize effective listening and documentation skills.
- Make sure you are familiar with your employer's code of conduct.
- Do not accept zero tolerance policies from your employer. Insist on proper incident investigation.
- Have your workplace assessed for stress. Triggers such as temperature, harsh lighting, noise, impossible or unreasonable deadlines or workloads often play a role in bullying incidents.

SOLUTIONS FOR TARGETS

AWARENESS

Realize that **YOU** are not the source of the problem. Bullying is about control and therefore has nothing to do with your performance.

Identify the strategies that the bully uses.

GETTING PROOF

Document **every** incident with specifics including day, time, what was said, where it was done and who was present.

Ask any witnesses to document the incident as well.

Talk with others who you think may also be targets of the same bullying behavior.

STRATEGIES

Avoid being alone with the bully.

Do not retaliate.

End the conversation if it starts to escalate.

Reach out to someone you trust.

GET HELP

Reach out to your Employee Assistance Program.

Talk with a steward or union officer.

Get advice from a licensed therapist.

If you are being bullied specifically because you belong to a protected class (race, gender, sexual orientation, disability, national origin, military status, etc.) contact the NYS Division of Human Rights

For more information and resources visit:

www.cseany.org/safety



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Knowledge is power—but collective action saves lives.

At CSEA, transforming knowledge into action is central to our mission of protecting workers. When hazards and close calls are documented and reported, they can be addressed before they cause harm. That's how we prevent injuries and illnesses—by making sure problems don't get ignored.

Your voice and vigilance are essential. Now more than ever, we need your help to ensure every workplace is safe, healthy, and accountable.

THE LIFE YOU SAVE COULD BE YOUR OWN!