



The Suggested Bullying Content for the Prometheus E-learning

Development Paper - MariFuture

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What is bullying?

Bullying includes:

- Offensive, intimidating, malicious, or insulting behaviour
- Abuse of authority which violates the dignity of an individual or a group of people
- Creating a hostile environment against an individual
- The undermining, humiliation or injury of an individual

The bullying does not need to relate to a protected characteristic (discussed below) but unless it does, or is of a sexual nature, it is not prohibited by the Equality Act 2010 (or, in Northern Ireland, under various pieces of equality legislation addressing a protected characteristic).

What is harassment?

Harassment is defined as unwanted conduct that has the purpose or effect of violating the dignity of people in the workplace or of creating an intimidating, hostile, degrading, humiliating or offensive environment.

To be protected under the Equality Act (or in Northern Ireland under various pieces of equality legislation addressing a protected characteristic), it must be related to gender reassignment, disability, age, sex (or be of a sexual nature), sexual orientation, race, religion or belief (and in Northern Ireland political opinion) or nationality. It may be an isolated incident or come up again and again.

Harassment includes bullying if it relates to one of the protected characteristics listed above.

A key factor in determining whether harassment has occurred is whether the actions or comments are viewed as demeaning and unacceptable to the recipient.

A few examples of bullying/harassment could include: making offensive or intimidating comments.

- Withholding information so the job cannot be done properly
- Unreasonable or impossible deadlines or workloads
- Overbearing supervision or unjust criticism
- Blocking opportunities or making threats about job security



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December 2020 / January 2021

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<https://www.citizensadvice.org.uk/work/discrimination-at-work/checking-if-its-discrimination/if-youre-being-harassed-or-bullied-at-work/>