



# MENTAL HEALTH: ADDRESSING BULLYING & HARASSMENT



Today we will be reviewing preventing and responding to harassment and bullying on the construction job site as part of our ongoing focus on mental health at work. Harassment and bullying can significantly impact our mental health and the overall work environment. It's essential that we understand how to recognize these behaviors, prevent them, and respond appropriately if they occur.

## WHAT ARE HARASSMENT & BULLYING?

- Harassment is unwanted behavior that offends, humiliates, or intimidates another person. This can be verbal, physical, or visual and can include jokes, slurs, threats, or physical assaults.
- Bullying is repeated, unreasonable actions aimed at intimidating, degrading, or humiliating an individual or group. This can include spreading rumors, isolating someone, or undermining their work.

### Recognizing Harassment and Bullying :

Common signs of harassment and bullying include

- **Verbal:** Insults, name-calling, offensive jokes, threats, or yelling.
- **Physical:** Unwanted touching, hitting, pushing, or other forms of physical intimidation.
- **Psychological:** Spreading rumors, excluding someone from group activities, or undermining someone's work or reputation.
- **Visual:** Displaying offensive posters, cartoons, or images.

Harassment and bullying can have a big impact on a person's mental health and the safety of the entire job site. It can lead to significant stress and anxiety at work and can impact productivity and morale. Distracted, stressed workers are more prone to accidents and mistakes, increasing the risk of injury on the job site.

## HOW CAN WE PREVENT HARASSMENT & BULLYING?

- Treat everyone with respect and courtesy.
- Be mindful of your language and actions. Demonstrate respectful behavior in all interactions.
- Celebrate diversity and inclusivity on the job site. Appreciate what each person brings to the team.
- Encourage others to follow suit and foster a positive work culture.

### Responding to Harassment and Bullying:

- If you witness harassment or bullying, report it to a foreman, supervisor, or HR representative. Follow the policy for reporting harassment.
- Support colleagues who may be experiencing harassment or bullying.
- Encourage them to report the behavior and provide resources for help, including those linked in the mental health QR code

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