



IT'S UP TO US

TO RECOGNIZE AND STOP BULLYING/HARASSMENT & INTIMIDATION

WORDS CAUSE HARM

- Engaging in denigrating or derogatory humor
- Spreading harmful rumors, gossip, or innuendo
- Ridiculing or belittling someone; including their ideas or behavior
- Antagonistic behavior involving profanity, shouting, verbal abuse, or obscene gestures
- Unsolicited commenting on a person's identity, beliefs, or appearance
- Targeting an individual through persistent, unwarranted criticism
- Sending abusive, denigrating or derogatory e-mails, text messages or social media content
- Displaying denigrating or derogatory racial, religious or sexual materials

ACTIONS CAUSE HARM

- Invading personal space
- Misusing authority, power or position against an individual or group
- Engaging in any uninvited physical contact
- Excluding, isolating, or victimizing someone
- Failing to safeguard confidential information
- Habitually talking over others
- Preventing an individual or group from being seen and/or heard
- Making unwarranted threats or comments about job security
- Tampering with a person's personal or work-related belongings
- Engaging in physical, verbal, or written intimidation, threats, or abuse
- Making unwelcome advances or displaying suggestive behavior
- Making decisions on the basis of advances being accepted or rejected



Mental Health and Suicide Prevention Initiative

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