



Are you doing it?
Are you seeing it?
Are you experiencing it?

WORDS CAUSE HARM

- Engaging in denigrating or derogatory humor
- Spreading harmful rumors, gossip, or inuendo
- Ridiculing or belittling someone; including their ideas or behavior
- Aggressive 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
- Intimidating, silencing or marginalizing someone by repeatedly talking over them
- 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 Initiative
btshelp.org/mentalhealth