

DEFINITION: WHAT IS...



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... BULLYING?

- > Conflict-laden communication in the workplace (often due to unequal power structures)
- > Targeted, regular action(s) over a longer period of time (persistent, harassing actions such as gestures, words, behavior or failure to talk)
- > with the aim of systematically weakening, excluding and/or isolating the other party
- > characterized by, among other things, an increasing dysbalance of power to the disadvantage of the inferior/assaulted person, violation of human dignity

... HARASSMENT/DISCRIMINATION?

- > Undesirable behavior that violates dignity, is unwanted, inappropriate or offensive and/or creates an intimidating, hostile, degrading, offensive or humiliating environment
- > Characteristic / motive / reason: due to gender, ethnicity, religion/belief, age, sexual orientation and / or disability
- > **Sexual harassment** is a form of harassment that corresponds to behavior in the employment relationship that belongs to the sexual sphere and is perceived as unwanted or offensive and affects dignity

HOW CAN DISCRIMINATORY ACTIONS LOOK?

(according to Leymann)



NOT TO BE REGARDED AS BULLYING:

- > individual hostilities and competitive behavior between groups
- > unfair, even antisocial treatment that is harsh but only has a short-term effect (e.g. promotion of others, work-related criticism, etc.)

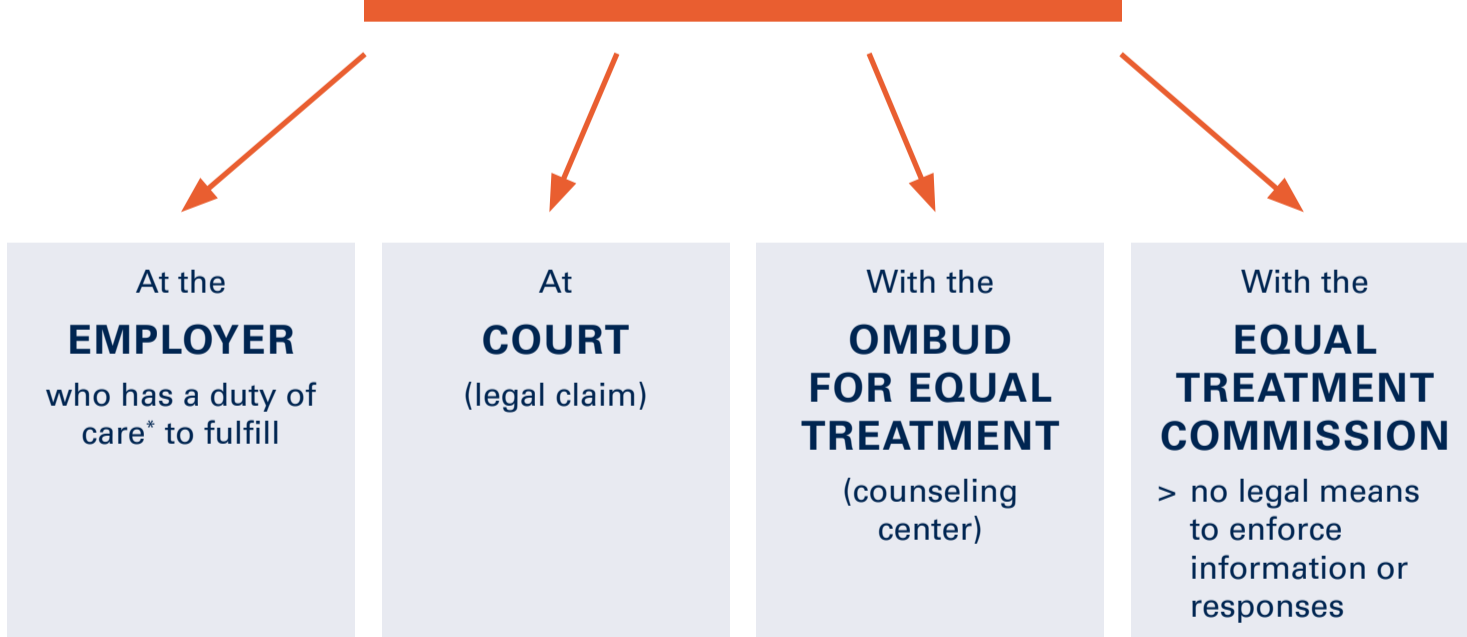
→ In case of doubt or uncertainty, contact the WGEl (AKG) or works council.

WHAT CAN I DO WHEN I AM AFFECTED?



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ASSERT A CLAIM



RECOMMENDATIONS

→ If in doubt or at the first sign of concern, contact the WGEl at an early stage: [List of WGEl members](#).

Contacting or reporting the incident is also possible anonymously: [Report to the WGEl](#)

→ Detailed recording of the facts:

“Bullying diary” (incl. dates and times)

→ Information on the persons involved, their actions (including omitted actions) and witnesses



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WHERE CAN I GET HELP?



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→ [Report to the WGEl \(AKG\)](#) – University for Continuing Education Krems

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ARBEITSKREIS FÜR
GLEICHBEHANDLUNGSFRAGEN

an der Universität für Weiterbildung Krems