



# WORKPLACE BULLYING



**Bullying is not part of the job. It's a safety risk and a legal breach.**



As your union representative, we are here to help. Here's what we can do together.

## What Is Workplace Bullying?

Workplace bullying is repeated, unreasonable behaviour by a person (often a manager) that creates a risk to your health and safety.

For example, verbal abuse or threats, intimidation or humiliation, isolation or exclusion or unreasonable work demands.

## What We Can Do as Your Union Rep

| Action  | Purpose   |
|---|---|
| Investigate suspected breaches of safety laws | Ensure health and safety in the workplace       |
| Meet with you privately                       | Hear your concerns and document incidents       |
| Review policies and records                   | Check if the company is following its own rules |
| Support FWC applications                      | Help you apply for a 'stop bullying' order      |
| Notify Regulators                             | Escalate to SafeWork NSW or Resources Regulator |
| Assist with comp claims                       | Support psychological injury claims             |
| Prevent retaliation                           | Ensure you're protected from backlash           |





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**As a worker, you have the right to:**

- A safe workplace – including psychological safety
- Report bullying and safety issues without fear of retaliation
- Be supported by your union and health & safety reps
- Lodge a workers' compensation claim for stress or injury
- Apply for a Fair Work Commission order to stop bullying.

## What can you do?

Speak up – confidentially  
Keep a diary of incidents  
Save any abusive messages or emails  
See your doctor for advice and care  
Ask for union support – we're here for you

Let's make sure your workplace is safe, respectful, and fair.

**No one should be bullied at work. Ever.**

Bob Timbs

District President

Mining and Energy Union – South Western District

### Need Help?

Talk to me directly or contact your lodge delegate.

You can also reach out to:

Mining and Energy Union – South Western District  
636 Northcliffe Drive, Kembla Grange NSW 2526  
(02) 4271 7577  
[admin@meusw.org.au](mailto:admin@meusw.org.au)  
[www.meu.org.au](http://www.meu.org.au)

### Report Bullying



In your  
workplace



| Action                      | Purpose  |
|-----------------------------|--|
| Use WHS Entry Permit        | Investigate bullying as a safety hazard on site      |
| Use Fair Work Entry Permit  | Investigate breaches of workplace laws or agreements |
| Meet with you privately     | Hear your concerns and document incidents            |
| Review policies and records | Check if the company is following its own rules      |
| Support FWC applications    | Help you apply for a 'stop bullying' order           |
| Notify Regulators           | Escalate to SafeWork NSW or Resources Regulator      |
| Assist with comp claims     | Support psychological injury claims                  |
| Prevent retaliation         | Ensure you're protected from backlash                |

**Action**

- Use WHS Entry Permit
- Use Fair Work Entry Permit
- Meet with You Privately
- Review Policies & Records
- Support FWC Applications
- Notify Regulators
- Assist with Comp Claims
- Prevent Retaliation

**Purpose**

- Investigate bullying as a safety hazard on site
- Investigate breaches of workplace laws or agreements
- Hear your concerns and document incidents
- Check if the company is following its own rules
- Help you apply for a "stop bullying" order
- Escalate to SafeWork NSW or Resources Regulator
- Support psychological injury claims
- Ensure you're protected from backlash