



Health and Safety

for congregations

Bullying and harassment

Bullying is repeated, unreasonable behaviour directed at a member or group of people which creates an increased risk of harm. Examples of bullying include offensive language, intimidating behaviour, belittling comments, practical jokes or unjustified criticism. To prevent bullying, the following controls should be considered:

- Demonstrate leadership commitment to identifying, preventing and responding to bullying
- Model respectful behaviour, and encourage others to do so. Uphold the code of conduct
- Respond to unreasonable behaviour as soon as it arises; ask the Synod People and Culture team for assistance if needed
- Develop productive and respectful relationships
- Implement reporting and response procedures to bullying
- Provide training and information on expected behaviours and avoid workplace bullying