

Harassment, Bullying, Discrimination & Violence in the Workplace

Negative Behaviour Continuum

Michener is committed to providing an environment within which all persons are treated with respect and dignity in alignment with Michener Vision, Mission and Values & UHN's Purpose, Values and Principles. The following is a visual representation of the range of behaviours that may qualify as harassment, discrimination, bullying or violence. The following is a **non-exhaustive** list.

	Verbal Abuse	Online Behaviour	Psychological Harm	Physical Actions	Criminal Behaviour
INCIVILITY	Swearing, using condescending language (tone, sarcasm), cutting someone off, grand standing, boasting, skipping basic courtesies (hello, thank you etc.).	Purposefully leaving someone out of group emails; cc'ing others when pointing out someone's mistakes; continuously ignoring someone's contributions.	Interrupting or dismissing someone when they are speaking or requiring assistance; belittling someone's efforts.	Rolling eyes, smirking, snickering, turning away from a conversation, laughing, or putting down someone's opinions/ thoughts.	Stalking; making death threats.
INTIMIDATION	Making statements that instill fear or alarm.	Sharing someone's personal photos or other material about them without consent; slandering someone publicly.	Causing fear; diminishing someone's value; making insults; betraying trust.	Shaking fists, banging on tables, standing over someone or invading their personal space.	Stalking; sharing intimate photos on social media/the internet.
THREATENING BEHAVIOUR	Making statements that elicit alarm or threaten a person's welfare.	Making public personal or defamatory material online to undermine someone's confidence, credibility, and professional reputation.	Causing fear; betraying someone's trust; creating disquiet and uneasiness in others.	Throwing objects or damaging property.	Making death threats; threatening to damage property; stalking, committing voyeurism.
DISCRIMINATION	Slurs, Derogatory name calling, mocking, and making discriminatory jokes.	Circulating offensive material online, posting derogatory comments and slurs in emails and social media posts.	Repeatedly excluding someone from a social/work opportunity, disclosing information to those who don't need to know (e.g., disability).	Derogatory physical gestures.	Hate Propaganda and any crime in which hatred towards an identifiable group is proved as a factor.
HARASSMENT/ BULLYING	Criticizing, insulting, or denouncing someone's character or looks; spreading rumours; mocking someone's accent, abilities or mannerisms.	Trolling; deliberate, repeated, and hostile online communication by an individual or group through words or pictures.	Repeating demeaning behaviours that are known to cause fear and require someone to defend oneself.	Exhibiting persistent and deliberate physical acts that are hostile and aggressive: beating, mobbing, knocking someone's hat off, etc.	Stalking, committing vandalism, assault; asserting power through physical aggression.
VIOLENCE	Making threats, yelling, cursing, or offensive jokes.	Making online threats of physical violence; verbally attacking someone to intimidate them.	Acting in a way that causes fear; betraying trust; risking the emotional and/or physical safety of yourself and others.	Using physical aggression; or direct threats to cause bodily harm.	Committing physical assault or committing vandalism.
SEXUAL HARASSMENT	Making sexual insults or innuendos, making sexual solicitations.	Posting pictures of a sexual nature, sending unwelcomed sexual text messages.	Punishing someone who rejects a sexual solicitation; making insults; betraying trust.	Committing sexual assault, leering, massaging, sexual gestures or touching.	Committing sexual assault, indecent exposure.

If you have been subject to or have witnessed any of the behaviours above, please speak with your Manger or People & Culture to discuss various conflict resolutions processes, up to, and including a formal complaint.