Most instances of bullying or harassment tend to occur in the workplace and complaints will be handled within that organisation.

However, if you are a trainee or Specialist International Medical Graduate (SIMG) and experience an incident in the workplace that involves your supervisor or Director of Training, you should refer to the RANZCP Bullying and Harassment in relation to Trainees and Specialist International Medical Graduates Policy.

**WHAT IS BULLYING AND HARASSMENT?**

Harassment can involve unwanted behaviour and can take many forms but ultimately makes the victim feel offended and humiliated, intimidated or frightened, and/or uncomfortable at work.

Workplace bullying is repeated, unreasonable behaviour directed toward an employee, or group of employees, that creates a risk to health and safety.

**Bullying behaviour includes, but is not limited to the following:**

- manipulation
- intimidation
- offensive remarks or behaviour
- degrading remarks or behaviour
- belittling remarks; ridiculing someone’s opinion
- unreasonable persistent criticism which is not part of the performance review process
- nitpicking and fault finding without justification
- verbal and physical abuse (for example shouting or throwing things)
- isolation of colleagues
- withholding information employees need to perform their job
- setting unachievable targets with the intent of causing individuals to fail
- sabotaging someone’s work.

If you are experiencing bullying or harassment in the workplace, contact the **MEMBER WELFARE SUPPORT LINE** on 1800 941 002 (AU) 0800 220 784 (NZ) or support@ranzcp.org for a confidential discussion.

*Keeping Yourself Well*
For more support and information visit ranzcp.org/support