

## Help with bullying in the workplace

Anti-bullying laws are administered by the Fair Work Commission (<https://www.fwc.gov.au/disputes-at-work/anti-bullying>) <sup>☞</sup>. The information on this page may help you work out if bullying is happening in your workplace, how you can try to resolve the issue at work and where to go for more help.

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### How to find help for this problem

#### Before you start - information you need

- Information from our [Bullying and harassment \(www.fairwork.gov.au/employee-entitlements/bullying-harassment-discrimination-in-the-workplace/bullying-and-harassment\)](http://www.fairwork.gov.au/employee-entitlements/bullying-harassment-discrimination-in-the-workplace/bullying-and-harassment) pages.

#### Steps to take

##### 1. Check what bullying is defined as

- Make sure you know what bullying is and isn't. Visit our [Bullying and harassment \(www.fairwork.gov.au/employee-entitlements/bullying-harassment-discrimination-in-the-workplace/bullying-and-harassment\)](http://www.fairwork.gov.au/employee-entitlements/bullying-harassment-discrimination-in-the-workplace/bullying-and-harassment) page for more information. For example, a manager raising performance issues to taking performance management action isn't bullying.

##### 2. Getting help to stop bullying

- Have a private discussion with a supervisor or manager within your organisation. This could be your direct manager (or a different manager if the issue is with your direct manager), a health and safety representative, or the human resources department.
- Keep a record of the situation and steps you are taking to address the problem.

##### 3. Escalate the issue if the bullying doesn't stop

- Take further action if the bullying continues. Try one of the following:
  - Contact your union if you're a union member
  - Check if you're [eligible for assistance from the Fair Work Commission \(https://www.fwc.gov.au/disputes-at-work/anti-bullying\)](https://www.fwc.gov.au/disputes-at-work/anti-bullying) <sup>☞</sup>
  - Seek help from your [state or territory workplace health and safety body \(www.fairwork.gov.au/website-information/related-sites\)](http://www.fairwork.gov.au/website-information/related-sites)
  - Contact other national bodies, such as the [Australian Human Rights Commission \(AHRC\) \(https://www.human-rights.gov.au/\)](https://www.human-rights.gov.au/) <sup>☞</sup>.
- If the bullying involves serious threats or stalking, contact your local police.

#### Best practice tip

You may need help to deal with stress from bullying. Check if your workplace has an employee assistance program that you can access to talk to somebody confidentially about how you're feeling, or you can talk to your doctor.

### Other common workplace problems

- [My pay doesn't seem right \(www.fairwork.gov.au/workplace-problems/common-workplace-problems/my-pay-doesnt-seem-right\)](http://www.fairwork.gov.au/workplace-problems/common-workplace-problems/my-pay-doesnt-seem-right)

- [I've been fired and I'm not sure what I'm entitled to \(www.fairwork.gov.au/workplace-problems/common-workplace-problems/ive-been-fired-and-im-not-sure-what-im-entitled-to\)](http://www.fairwork.gov.au/workplace-problems/common-workplace-problems/ive-been-fired-and-im-not-sure-what-im-entitled-to)
- [I'm a migrant worker being treated unfairly \(www.fairwork.gov.au/workplace-problems/common-workplace-problems/im-a-migrant-worker-being-treated-unfairly\)](http://www.fairwork.gov.au/workplace-problems/common-workplace-problems/im-a-migrant-worker-being-treated-unfairly)
- [I'm not getting pay slips \(www.fairwork.gov.au/workplace-problems/common-workplace-problems/im-not-getting-pay-slips\)](http://www.fairwork.gov.au/workplace-problems/common-workplace-problems/im-not-getting-pay-slips)
- [I could be in a sham contracting arrangement \(www.fairwork.gov.au/workplace-problems/common-workplace-problems/i-think-i-could-be-an-employee-not-a-contractor\)](http://www.fairwork.gov.au/workplace-problems/common-workplace-problems/i-think-i-could-be-an-employee-not-a-contractor)
- [I'm a migrant worker being treated unfairly \(www.fairwork.gov.au/workplace-problems/common-workplace-problems/im-a-migrant-worker-being-treated-unfairly\)](http://www.fairwork.gov.au/workplace-problems/common-workplace-problems/im-a-migrant-worker-being-treated-unfairly)

## Tools and resources

- [An employee's guide to resolving workplace issues \(DOCX 397.2KB\) \(www.fairwork.gov.au/ArticleDocuments/712/an-employees-guide-to-resolving-workplace-issues.docx.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/712/an-employees-guide-to-resolving-workplace-issues.docx.aspx)  [\(PDF 570.8KB\) \(www.fairwork.gov.au/ArticleDocuments/712/an-employees-guide-to-resolving-workplace-issues.pdf.aspx\)](http://www.fairwork.gov.au/ArticleDocuments/712/an-employees-guide-to-resolving-workplace-issues.pdf.aspx)
- [Fair Work Commission eligibility quiz \(https://www.fwc.gov.au/disputes-at-work/anti-bullying/eligibility\)](https://www.fwc.gov.au/disputes-at-work/anti-bullying/eligibility) 

## Related information

- [Bullying and harassment \(www.fairwork.gov.au/employee-entitlements/bullying-harassment-discrimination-in-the-workplace/bullying-and-harassment\)](http://www.fairwork.gov.au/employee-entitlements/bullying-harassment-discrimination-in-the-workplace/bullying-and-harassment)
- [Related sites - Workplace Health & Safety \(www.fairwork.gov.au/website-information/related-sites\)](http://www.fairwork.gov.au/website-information/related-sites)
- [Australian Human Rights Commission \(AHRC\) \(https://www.humanrights.gov.au/\)](https://www.humanrights.gov.au/) 

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### Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.