Workplace Bullying and Harassment

1 Definition

Workplace Bullying and Harassment, under the *Fair Work Act 2009*, occurs where an individual or group of individuals repeatedly behaves unreasonably towards an Employee or group of Employees at work, and that behaviour creates a risk to health and safety. Within this definition:

- **Repeated Behaviour** refers to the persistent nature of the behaviour and can range in behaviours over time.
- **Unreasonable Behaviour** is behaviour that a reasonable person, having regard to the circumstances, may see as unreasonable. This may include but is not limited to behaviour that is victimising, humiliating, intimidating or threatening.
- **A Risk to Health and Safety** means the possibility of danger to health and safety, and is not confined to actual danger to health and safety

2 References

UniSQ Defined.

3 Definition Information

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