

# WORKPLACE BULLYING

## eLearning Module



### DID YOU KNOW?

WORKPLACE BULLYING AND STRESS IN AUSTRALIAN WORKPLACES COSTS EMPLOYERS \$10.1 BILLION PER YEAR. THIS DOES NOT INCLUDE THE HIDDEN COSTS OF REPLACING AND TRAINING STAFF LOST TO BULLYING.\*

\* Source: The Federal Government's Productivity Commission draft report released 27 January 2010

### **Bullying is a big factor in absenteeism, employee disengagement and legal risk. Have you taken the right steps to ensure your company is bully-proof?**

Workplace bullying is persistently rife in both public and private sectors. But you can't solve the problem by simply presenting the facts and hoping for the best. You need to drill down to the core values and attitudes that allow bullying to become part of your culture.

En Masse has the legal, instructional and psychological expertise to get to the root of the problem. Use our training tools to help create a productive, harmonious office culture; a culture of autonomous bully blockers.

The **Bullying** eLearning Module is a powerful, convenient way to train colleagues and employees to think, act and speak out against bullying. It uses engaging language and empathy-building scenarios to build awareness around the various forms of bullying, while empowering individuals – victims, bystanders and team leaders – with both the practical skills to handle bullying

and an understanding of the full legal rights surrounding the issue.

Underpinned by the 5 Stages of Change Model of behavioural science, this learning experience goes beyond merely laying down the law. It builds capacity to demonstrate respect and act protectively from a human rights foundation.

Learners can expect to gain a strong awareness of:

- What constitutes bullying
- The difference between bullying and performance management
- Target groups vulnerable to bullying and how they can be protected
- The total impacts of bullying: mental health, productivity and legal risks
- Cyberbullying: how to identify and respond to it
- Legal protection for victims of bullying

#### **Target market**

Private/Corporate Sector,  
Public Authorities

#### **Duration**

30 mins

#### **Requirements**

Sound (optional), mouse

#### **Expert consultants**

Dr Kristan Braun DPsych MAPS  
(Clinical Health Psychologist  
and Counsellor)  
Kathy Dalton, Partner, Middletons  
Mark Dean LLB LLM



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