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## Signs of Harassment

Harassment isn't always black and white. Much depends on context. The following are some signs of harassment:

- The conflict causes lasting physical or emotional damage.
- A reasonable person would consider the behaviour unwelcome or undeserved.
- No one must speak out against the actions; but if someone speaks up against the offensive conduct, it is more likely to be considered harassment.
- Someone is singled out for unwelcome treatment.
- Someone has spoken up about the treatment, but it has continued.
- The impact of harassment is felt in one or more of these ways:
  - o stress related illness
  - o a desire to avoid people or places at work
  - o family stress
  - o feelings of guilt
  - o suspicions from other staff members
  - o negative work climate
  - o emotions of fear, anger or blame