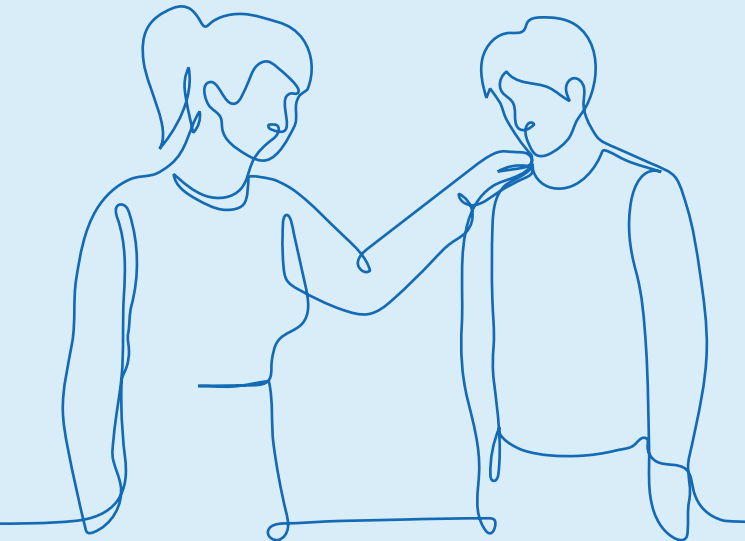


## What do you need to do as a worker?

- Follow safe systems of work and let your supervisor or health and safety representative know if you need additional support.
- Behave fairly and reasonably when working with others and follow workplace policies and procedures including those that manage the risk of bullying and harassment.
- Ask your supervisor or an experienced worker if you're unsure about how to complete a task safely.
- Promptly report to your supervisor and/or site safety and health representative /health and safety representative if psychosocial hazards are present or if existing control measures are inadequate.
- Follow the workplace psychosocial health and safety policies, procedures, and standards of behaviour.
- Contact the workplace employee assistance program provider.



## What should you expect from your employer?

Employers have a primary duty to ensure so far as reasonably practicable the health and safety of workers. This means that your employer must ensure that psychosocial hazards are eliminated or that risks are minimised, if elimination is not reasonably practicable.

## What happens if you raise the issue with your workplace, but nothing happens?

Contact the NSW Resources Regulator by phone, or complete the Bullying and inappropriate conduct in the workplace form from our website.

It is important when completing the form that you provide specific examples along with any evidence you think may be significant. When describing the evidence, it is important to include specific behaviours, dates, locations, and witnesses, and include items such as diary entries, emails, text and work health and safety notifications to support your complaint.



## Contact us

1300 814 609  
[resourcesregulator.nsw.gov.au](https://resourcesregulator.nsw.gov.au)

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NSW Resources  
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# Psychosocial hazards in the workplace



## What are psychosocial hazards?

The Work Health and Safety Regulation 2017 identifies a psychosocial hazard as one that:

- may cause psychological harm, regardless of whether it also causes physical harm; and
- arises from, or relates to:
  - the design or management of work, or
  - a work environment, or
  - plant (equipment) at a workplace, or
  - workplace interactions and behaviour.



*Psychosocial hazards can include:*

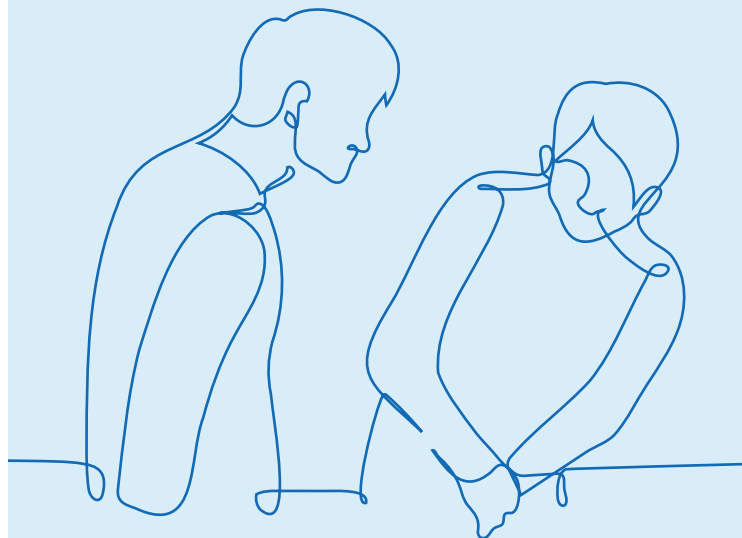
- *bullying and harassment*
- *workplace violence*
- *work overload*
- *poor organisational change*
- *remote or isolated work*
- *poor workplace relationships.*

## What is workplace bullying?

Workplace bullying is repeated and unreasonable behaviour directed towards a person or a group of people that creates a risk to health and safety. It can occur in any workplace and can be harmful if you experience or witness it. Some examples of potential workplace bullying include:

- abusive or offensive language or comments
- aggressive and intimidating behaviour
- belittling or humiliating comments
- practical jokes or initiation
- unjustified criticism or complaints
- deliberately excluding someone from workplace activities
- withholding information that is needed for work.

A single incident of unreasonable behaviour is not considered to be workplace bullying, but it may have the potential to escalate and shouldn't be ignored.



## What is harassment?

Harassment and sexual harassment can be a single or repeated event. Some examples include:

- physical assault/violence
- unwelcome touching, hugging, cornering or kissing
- sexually explicit pictures, posters or gifts
- circulating sexually explicit material
- persistent unwanted invitations to go out on dates
- requests or pressure for sex
- unnecessary familiarity, such as deliberately brushing up against a person
- sexual gestures or indecent exposure
- sexually explicit or indecent physical contact
- sexually explicit or indecent emails, phone calls, text messages or online interactions
- repeated or inappropriate advances online
- actual or attempted rape or sexual assault.

Sexual assault and physical violence are serious criminal matters which can be either a single or repeated occurrence and be both physical and psychological in nature. Work related sexual and physical violence is not limited to physical contact, it can also include threatening and intimidating behaviour via any form of electronic communication such as social media, text messages and email. These are criminal matters and all cases must be reported to the police immediately.