

## **Bullying and harassment**

All workers have the right to dignity and respect at work and an environment free from bullying behaviour.

Bullying is unwanted behaviour from a person or a group that makes you feel uncomfortable, frightened or upset. In the past three years around 71% of UK workers have been bullied or witnessed bullying. It can happen to anyone. It can be obvious or subtle. It can make people ill and affect their mental health and wellbeing. Bullying can also affect your performance at work, creating more problems.

Bullying is not against the law, but harassment and discrimination is. All employers have a legal duty to protect the health, safety and welfare of their employees. This means they must take reasonable steps to prevent bullying and harassment in the workplace.

If you feel you are being bullied, you can talk to your [union rep](#) in confidence. We can help you, if you were a member at the time of the incident(s). PCS can give free legal advice, guidance and representation for workplace bullying and harassment issues. We also have equality networks and resources that can help.

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