Bullying

This fact sheet is about how bullying is covered by anti-discrimination and workplace legislation in Queensland.

The Queensland Human Rights Commission deals with complaints made under the Anti-Discrimination Act 1991 (Qld).

Worksafe Queensland deals with workplace bullying complaints made under the Work Health and Safety Act 2011 (Qld).

The Fair Work Commission deals with applications for orders to stop workplace bullying under the Fair Work Act 2009 (Cth).

Bullying behaviours

Bullying behaviour is not just one type of behaviour. It can involve abuse, violence, intimidation, ridicule, humiliation and making unreasonable demands. But it can also be less obvious and aimed at isolating a person from their colleagues, peers or friends.

As well as face-to-face encounters, bullying can happen through the use of social media sites, email and texting.

Violent and threatening behaviour

If bullying is violent, threatening or involves stalking, it may be a criminal offence and you should contact the police.

Who can be a bully

Bullying is often done by a person who has power or influence over another person, but can be done by:

- co-workers or groups of co-workers;
- managers or employers;
- clients and customers;
- students;
- teachers;
- ‘friends’.

Bullying happens in daily life, at work, school, or in social situations.