

EAP Newsletter MAY 25

It's May – Let's Stand Up Together for Pink Shirt Day Aotearoa

This month, we are proud to support **Pink Shirt Day** in standing against bullying and promoting a culture where everyone feels safe, respected, and included.

Bullying isn't always obvious

Workplace bullying involves repeated and unreasonable behaviour directed towards a worker or a group of workers that can lead to physical or psychological harm. While some bullying is clearly overt and aggressive, much of it is subtle, and just as harmful. When ignored, it can damage workplace wellbeing, increase stress and anxiety, and lead to poor morale and staff turnover.



Spotting the subtle signs

Bullying often hides behind sarcasm, exclusion, or persistent criticism. Some examples include:



Being excluded from meetings or conversations



Withholding information to make someone look incompetent



Eye-rolling, mocking, or sarcastic remarks



Spreading rumours or gossip



Undermining someone's work or contributions



Repeatedly ignoring or dismissing someone

These behaviours can create a culture where people feel isolated, silenced, or undervalued.

What to do if you witness bullying at work

As a bystander, your intervention can be incredibly effective. Studies show that 57% of bullying incidents stop within 10 seconds when bystanders step in. Victims who are supported by bystanders often experience less anxiety, depression, and negative self-perception.

Here's how you can make a difference



Speak up: If it's safe to do so, address the behaviour directly using calm, non-confrontational language. Focus on the behaviour, not the person. Try saying:

- That comment felt inappropriate — can we keep it respectful?"
- "I noticed [Name] looked uncomfortable just now — let's be mindful of how we speak to each other."



Support: Even if you don't feel comfortable speaking up publicly, check in with the person who was targeted. Let them know you saw what happened and offer support. Reaching out can make a big difference to them, and it shows your commitment to creating a positive workplace. Guide them to further support if needed.



Use formal channels if needed: If the bullying continues or is severe, report it to HR or a manager. Most workplaces encourage informal conversations first, but formal processes are available if needed. Remember, your employer is there to protect employees and provide support throughout the process.



Document what you see: Keeping a record of the behaviour can help if a formal complaint is filed later. This documentation can be vital in resolving the issue and protecting everyone involved.

This Pink Shirt Day: Speak Up, Stand Together

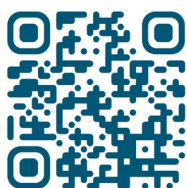
On Friday 16 May, wear pink to show your commitment to a respectful, inclusive workplace. Let's say no to bullying, and yes to kindness, safety, and connection.

He kōrero manaaki – Speak with kindness.

He mahi tahi – Work together.

He wāhi haumarū – A safe place for all.

Find out more at pinkshirtday.org.nz



Want to learn more?



Visit our **free eLearning module** on bullying and harassment – available for 6 weeks. Learn what bullying looks like, how to respond, and how to help eliminate it from our workplaces. Share it with your team and take a stand for a bully-free environment.



Further support

Our **WellbeingHub** provides more in-depth information and resources. Access the WellbeingHub today and learn more about managing workplace bullying. To get started, simply visit wellbeinghub.co.nz and follow the simple sign-up process.

Our team are here to help

Feeling unsettled by someone's behaviour?

Book an appointment online at eapservices.co.nz,
by calling **0800 327 669** or by scanning the QR code



eapservices.co.nz