



# EAP Newsletter **MAY 26**

## It's May – Creating safer workplaces, together

This May, we're supporting **Pink Shirt Day Aotearoa**.

A reminder that respectful, inclusive workplaces don't happen by chance, they're built through everyday actions.

Today's workplaces are often high pressure, fast-paced environments, and blurred lines between work and life mean how people treat each other matters more than ever.

### Bullying isn't always obvious

Workplace bullying is often subtle. It shows up in small, repeated behaviours that can be easy to overlook but still have a real impact.

Left unaddressed, these behaviours can affect confidence, wellbeing, and team culture over time.



Being excluded from conversations or decisions



Withholding information or creating confusion



Undermining someone's work or contributions

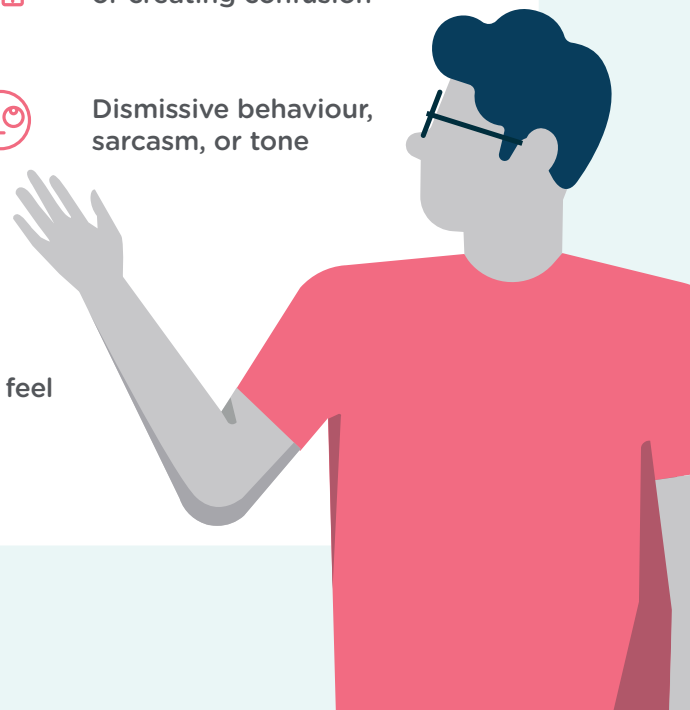


Dismissive behaviour, sarcasm, or tone



Repeatedly ignoring or isolating someone

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





## What to do when something doesn't feel right

Most situations don't need to escalate if they're addressed early.

Whether it's you or a colleague experiencing bullying, small actions can make a big difference:



**Speak up** when it's safe to do so, keep it calm and focused on behaviour



**Check in** with someone you trust, even a quick conversation can help understand the situation



**Escalate if needed**, using the right channels when behaviour continues

Often, it's not about getting it perfect, it's about speaking up early so small issues don't become big ones.

## Build confidence with our e-learning module

We've created a short e-learning module for you.

It walks through real workplace scenarios, helping you recognise behaviours and understand what to do next.

**Build confidence in the moments that matter.**

Access the e-learning module / learn more / take the quiz

👉 **CLICK HERE** or scan the QR.



## This Pink Shirt Day

Wear pink to show your commitment to a safe, inclusive workplace on 15th May 2026.

**He kōrero manaaki**  
Speak with kindness.

**He mahi tahi**  
Work together.

**He wāhi haumarū**  
A safe place for all.



## Further support

The **WellbeingHub** offers deeper resources at your finger tips to support you with handling difficult conversations, keeping a respectful team culture, and more.

Explore WellbeingHub - [wellbeinghub.co.nz](https://wellbeinghub.co.nz)

## We're here when you need us

If something doesn't feel right, your EAP service is here to help. Confidential support is available, **book an appointment online** at [eapservices.co.nz](https://eapservices.co.nz), by calling **0800 327 669** or by scanning the **QR code**



[eapservices.co.nz](https://eapservices.co.nz)