



# **Workplace Pulse Quarterly Survey: Bullying and Equal Employment Opportunity**

August 2008

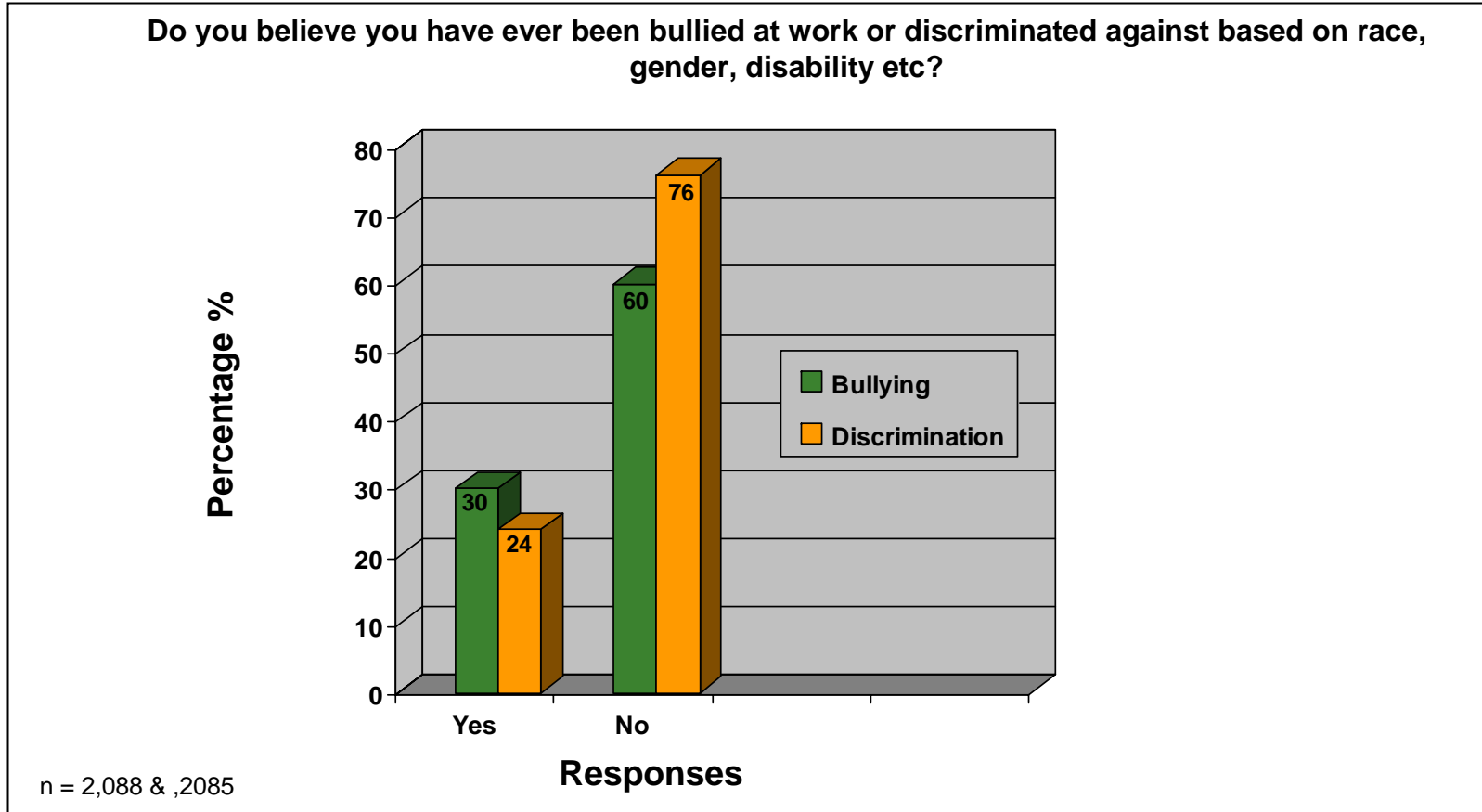
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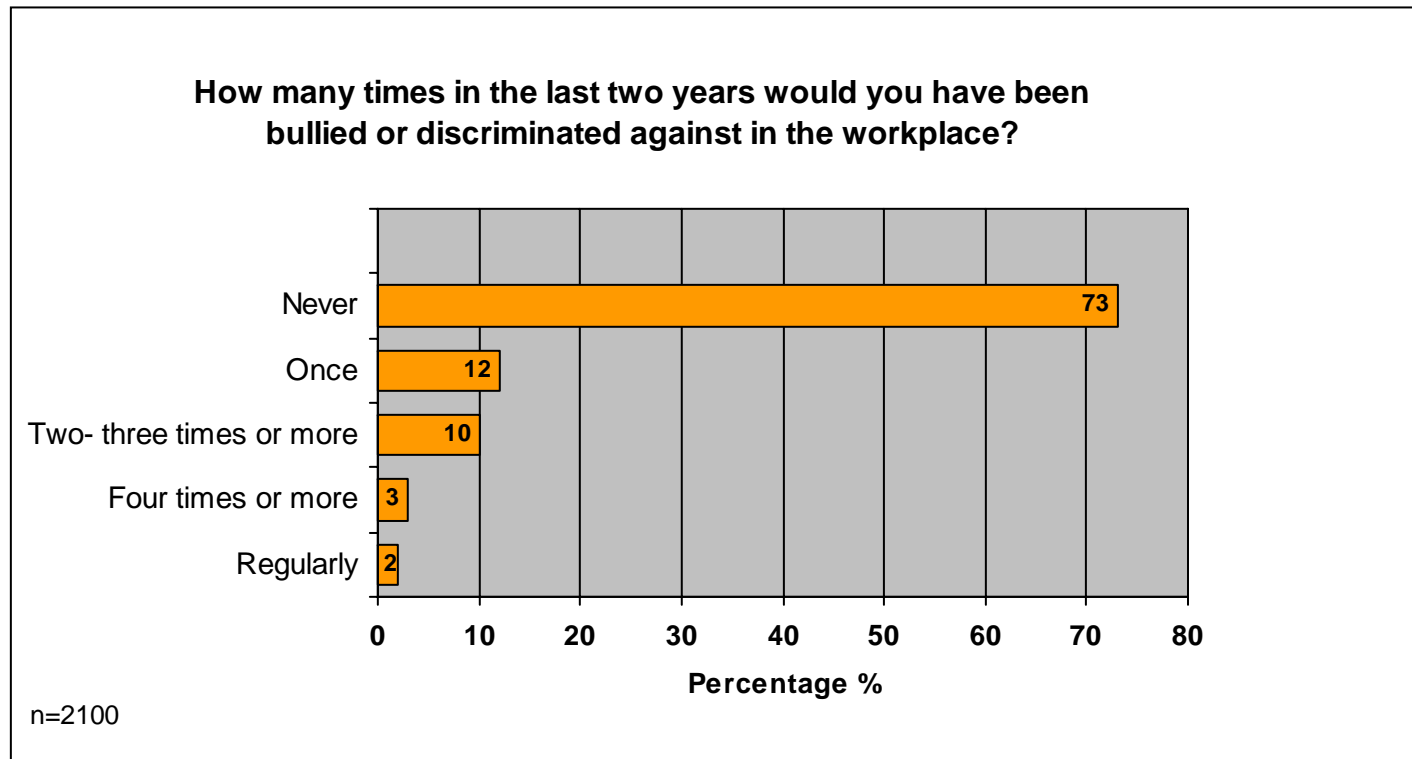
## About the survey:

- WorkPro's third quarterly Workplace Pulse research was conducted in June 2008 among a sample of 2,146 employees applying for work through recruitment agencies across Australia.
- The survey aimed to gain an understanding of the experiences and beliefs about bullying and discrimination among Australian employees today.

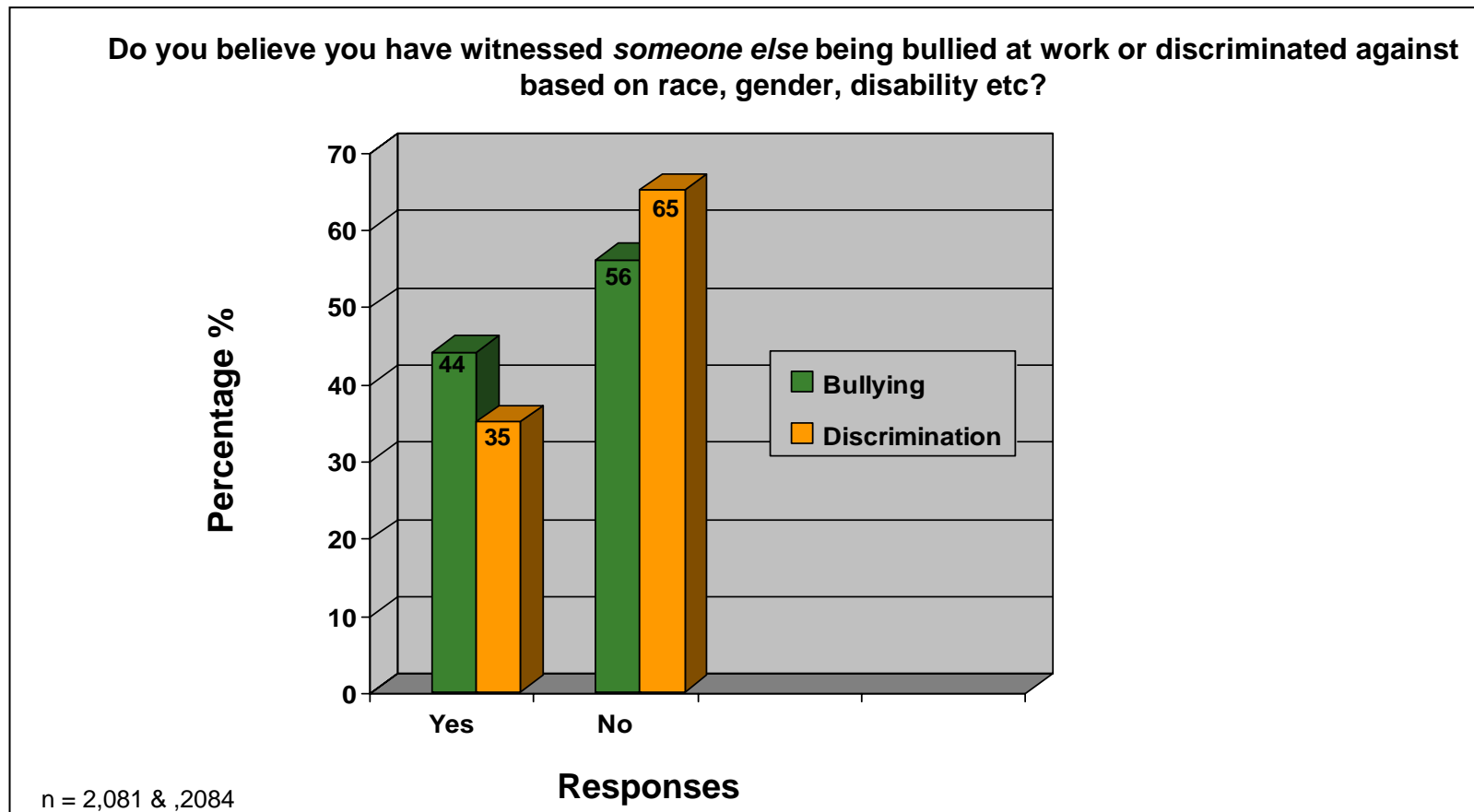
Almost one third (30%) of respondents admit to being bullied in the workplace at some stage of their lives, while almost one quarter (24%) say they have been discriminated against at work, such as on the basis of race, gender or a disability.



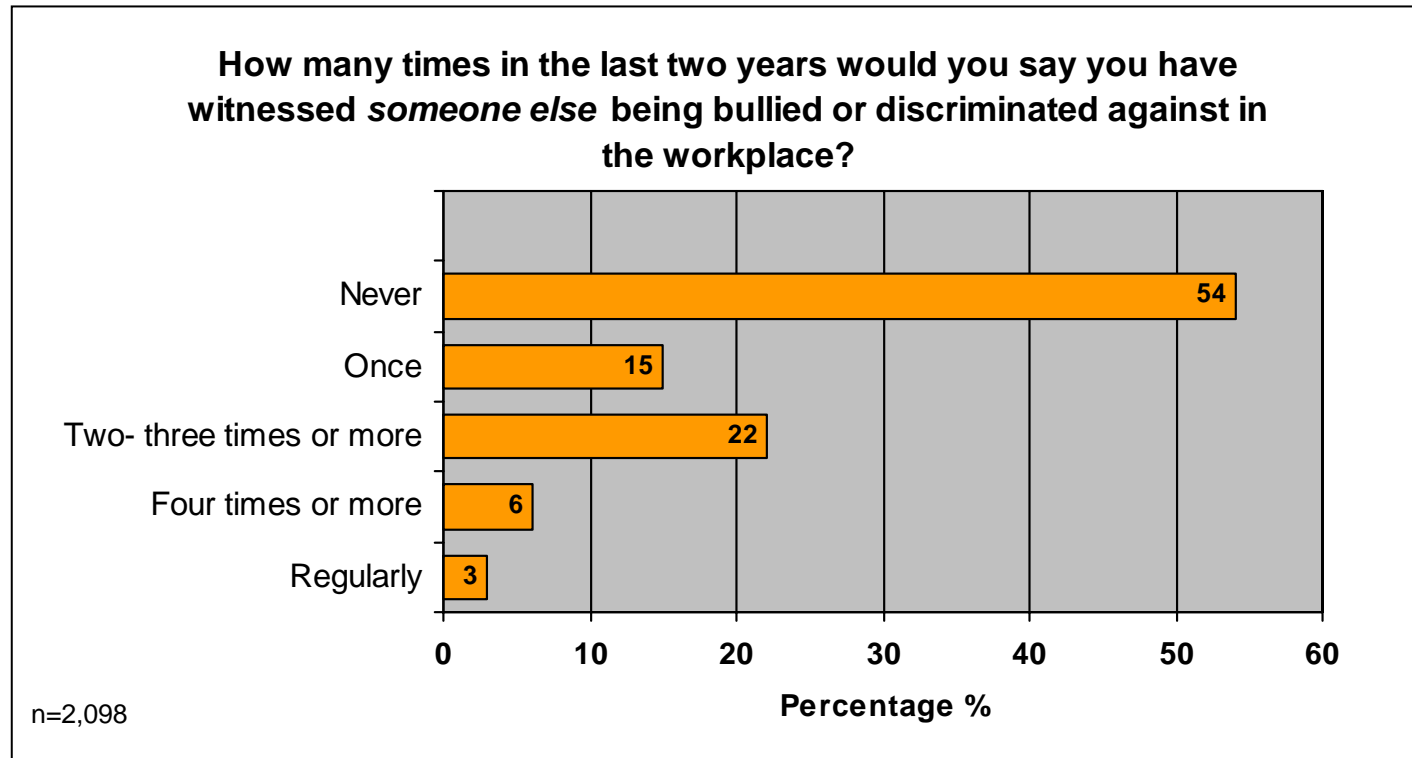
Bullying is not a thing of the past. Over one quarter of respondents (27%) say they have been the victim of workplace bullying or discrimination at least once over the past two years, of this group, 15% say they have experienced this multiple times.



When asked about their peers, almost half of respondents (44%) say they have witnessed colleagues being bullied at work, similarly 35% say they have seen colleagues being treated in a discriminatory way.

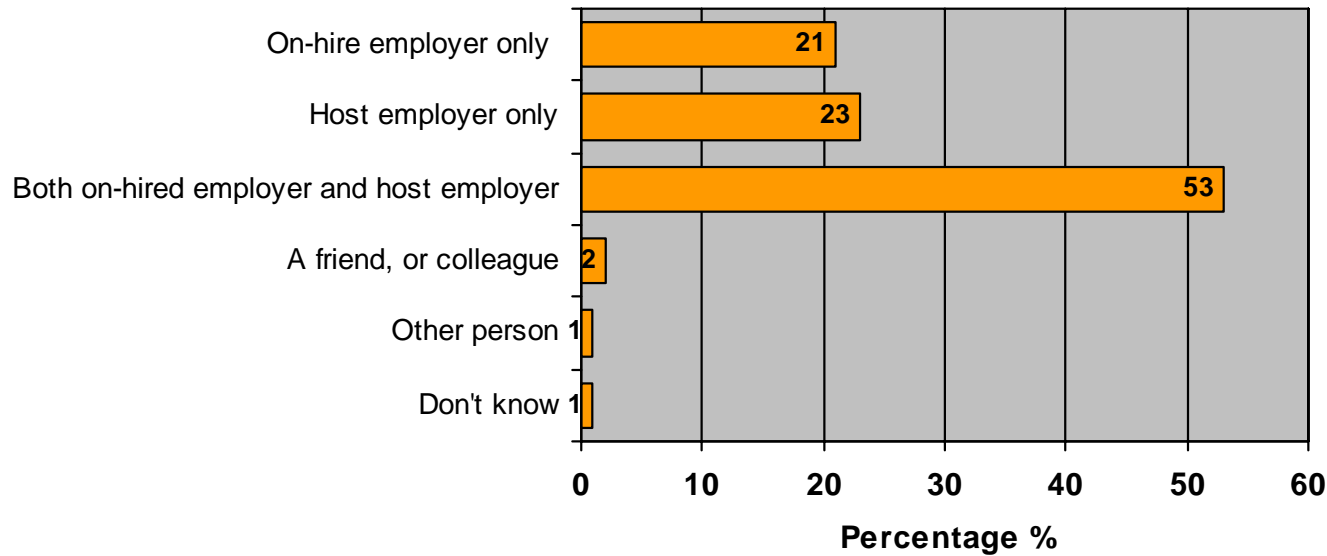


The problem is still alive today; employees indicate Australian workplaces are rife with bullying and inequality. Almost half (46%) of respondents say they have witnessed a colleague/s being bullied or discriminated against at least once over the past two years, 31% of which say they have witnessed multiple occurrences in this time.



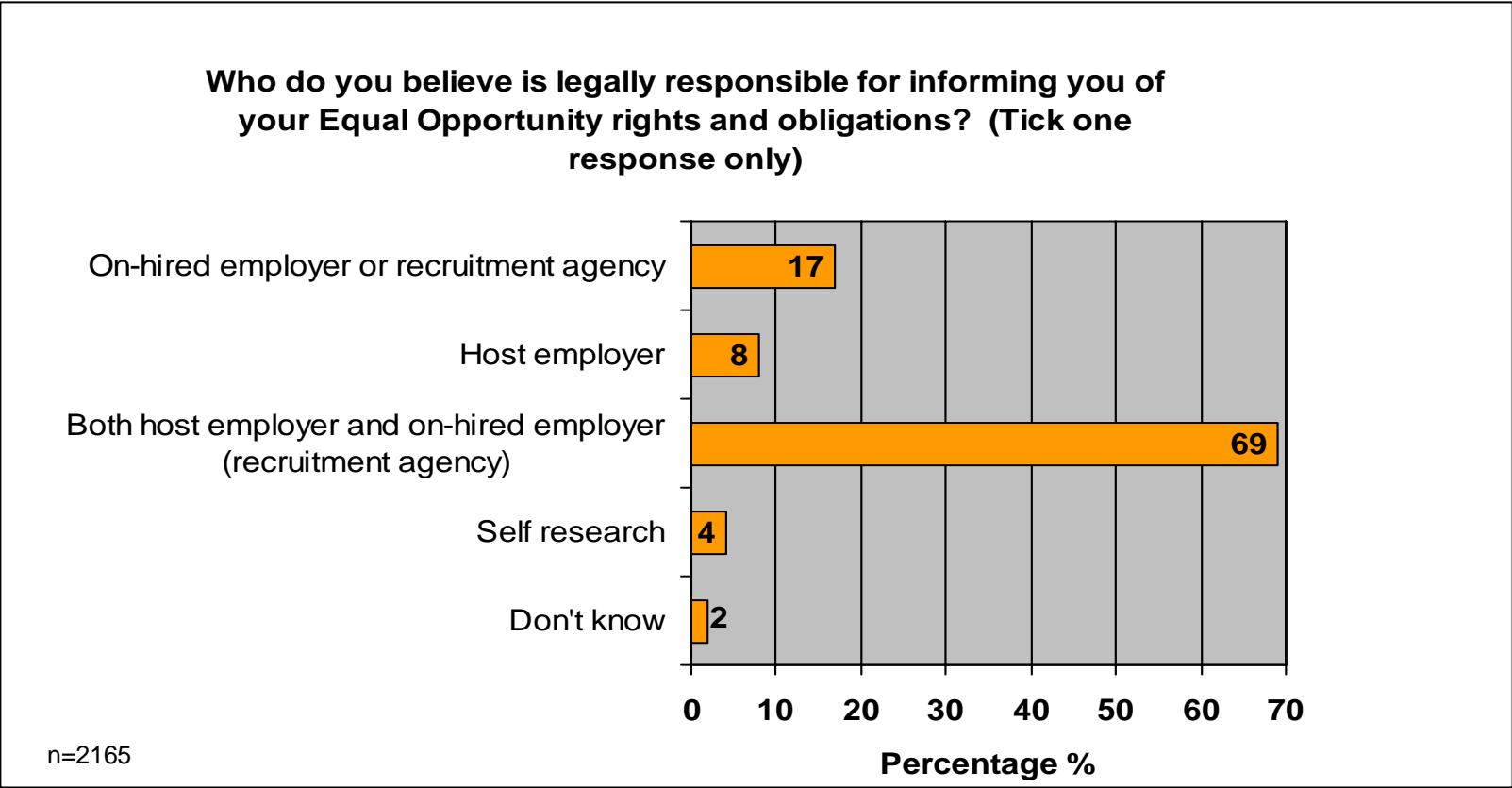
The majority of respondents say they would inform their employer/s of a workplace bullying or discrimination incident; 53% say they would inform both their host employer and on-hired employer; 21% would only tell their on-hire employer; while 23% say their host (on-site) employer would be the most appropriate person to inform.

**If you were to report an act of workplace bullying or discrimination, who would you feel is the most appropriate person to inform?**



n= 2245

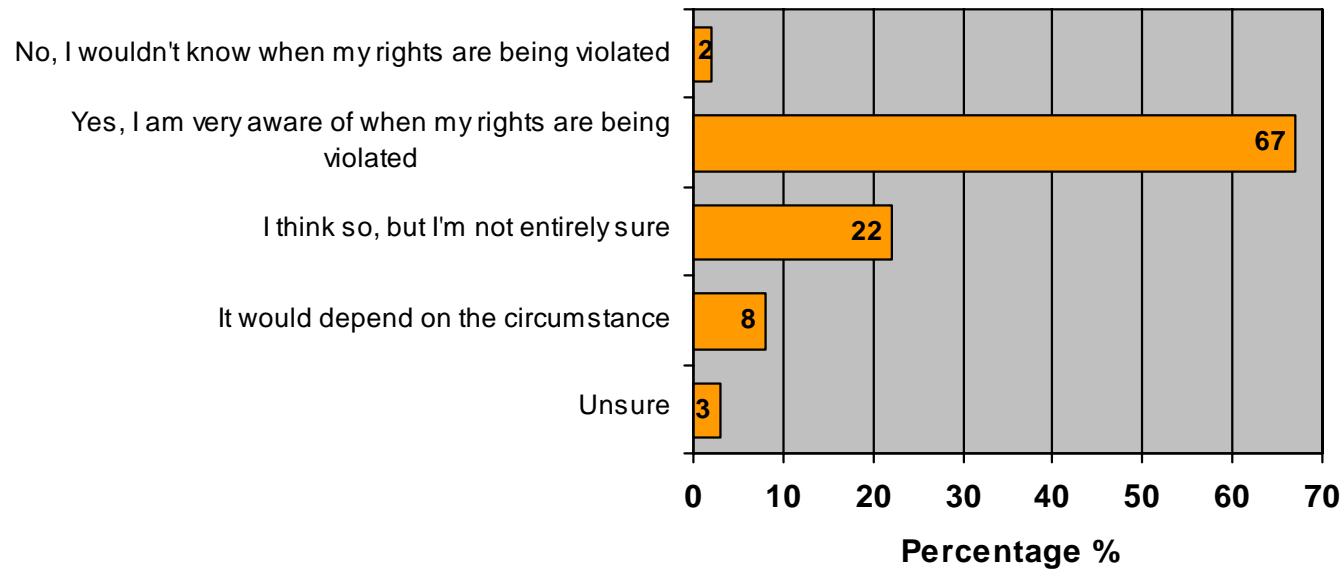
While the majority of employees are aware that both their host employer and on-hire employer would bear legal responsibility to inform them of their workplace rights and obligations (69%), one third (31%) remain under the wrong impression regarding this dual responsibility.





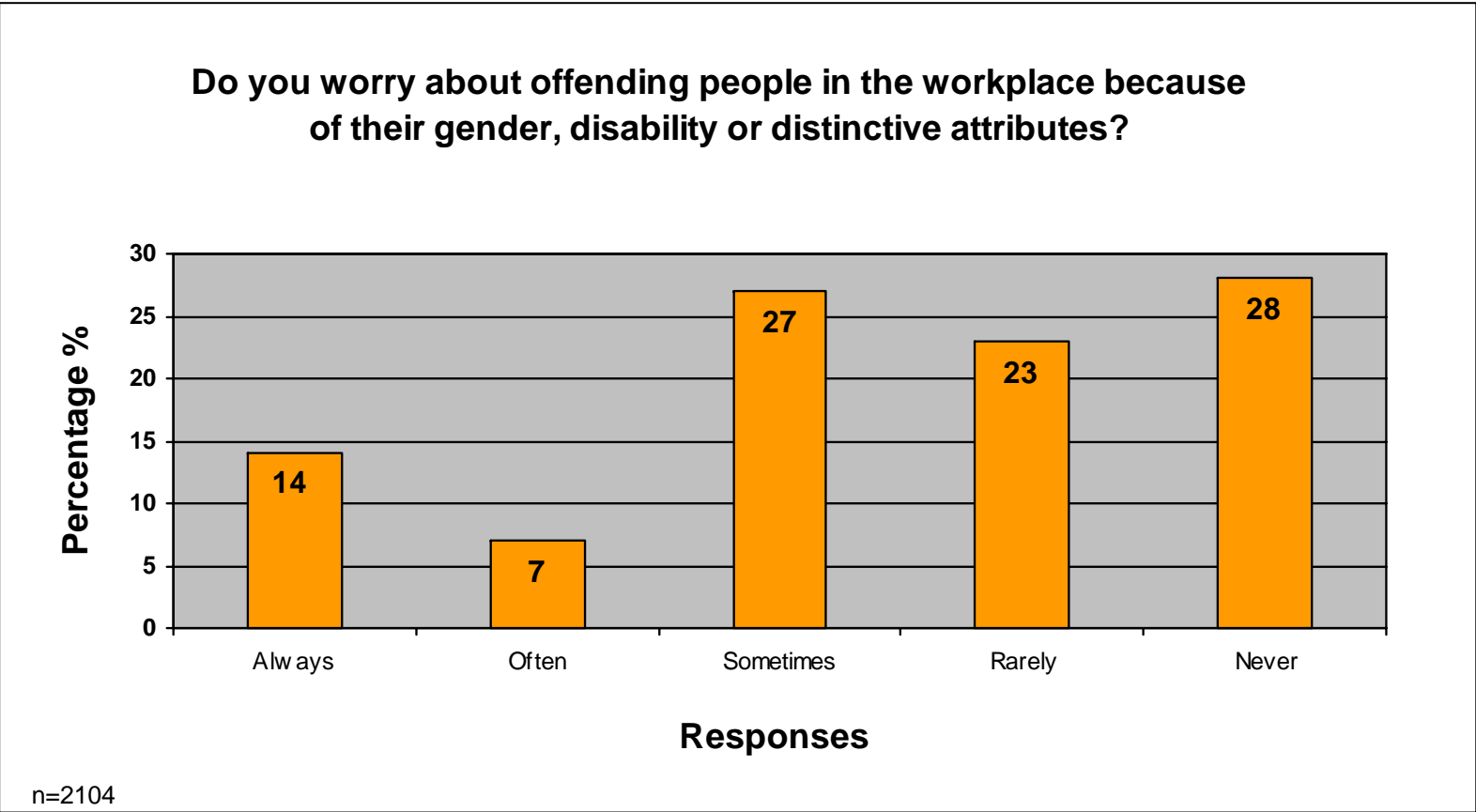
More than one quarter (27%) of respondents indicate they are 'in the dark' about their rights and obligations at work, while the majority (67%) feel confident to detect when their rights are being violated in the workplace.

### Are you aware of the different elements of workplace inequality, such as bullying or discrimination?



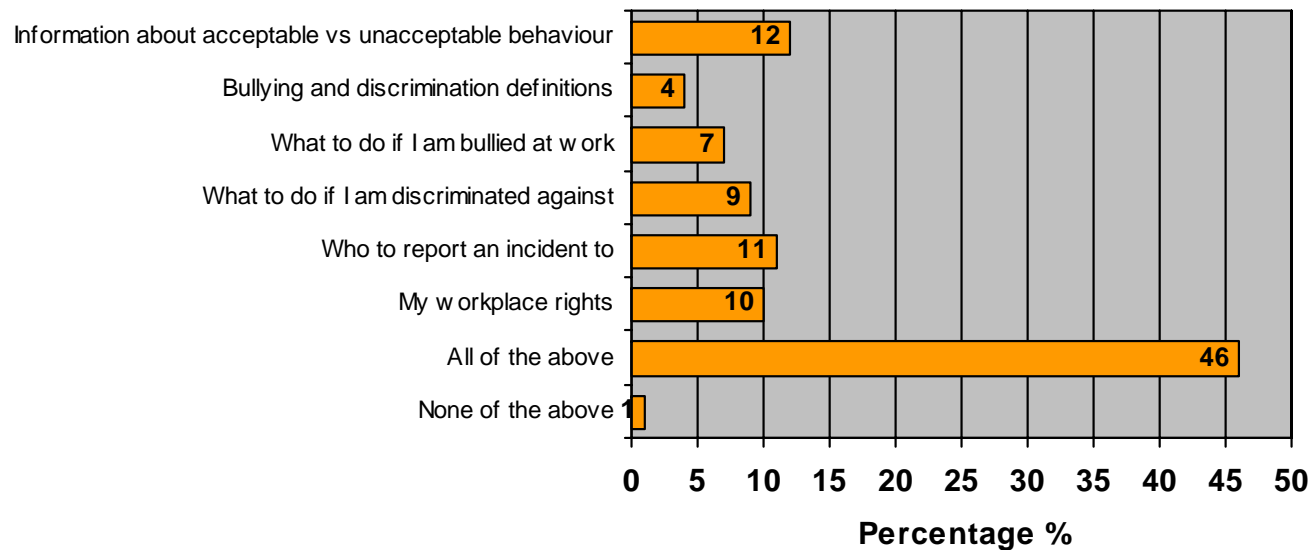
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Despite 67% of employees who say they understand what it means to be bullied or discriminated against, employees feel anxious when it comes to ticking all the boxes on their own workplace etiquette. Almost three quarters (71%) of respondents say they worry about offending colleagues on the basis of gender, disability or other distinctive attributes. This indicates a need for further education around acceptable vs unacceptable behaviour in the workplace.



Australian employees have a thirst for knowledge about their workplace rights and obligations before commencing a new role. The most valuable information identified by respondents includes guidelines on: what to do if bullied or discriminated against (16%); their workplace rights (14%); unacceptable vs/ acceptable workplace behaviour (12%); who to report an incident to (11%); while 46% say they want information on all of the above.

**Which of the following pieces of Equal Opportunity information would you consider to be the most valuable to be informed of before a commencing a new role? (You may choose more than one answer)**



n= 3369