

Eastern Registrars' Training Action Group

Promoting the Training and Professional needs of PH Trainees

What to do if you suspect that you have been bullied in the workplace

Purpose:

All East of England Public Health Registrars have the right to hold employment and undertake training placements without harassment or bullying and to be treated with dignity and respect at work.

Currently, Norfolk and Norwich University Hospitals Trust is the host employer for East of England Public Health Registrars. It is a contractual requirement for East of England Public Health Registrars to adhere to NNUH policies and procedures. Registrars should refer to relevant NNUH policies in relation to concerns about bullying and harassment at work

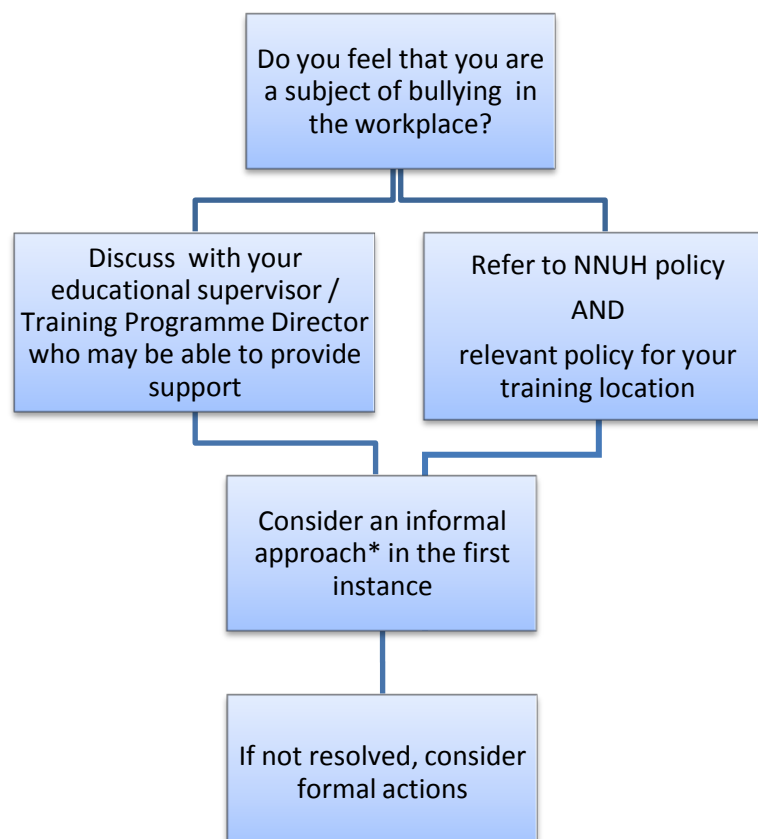
East of England Public Health Registrars undertake placements in a variety of training locations in the East of England and also further afield when undertaking specialist placements. It is usually a requirement of the placement that policies and procedures pertaining to that organisation are adhered to by those working within that organisation.

This flowchart seeks to provide suggested action if an East of England Public Health Registrar feels that they are a victim of bullying or harassment in the workplace.

This flowchart is intended to be applicable to all types of bullying, including:

- Racial Harassment
- Sexuality Harassment
- Disability Harassment
- Age Harassment
- General Harassment
- Bullying

Suggested action:



***Informal actions** which may be considered include raising the problem informally with the person(s) causing the problem, pointing out that their conduct is unwelcome, offensive or interfering with work and that they want it to cease. For further details refer to the NNUH policies.

Prepared by Claire Christmas