

Benchmarks

To help you determine whether behaviour constitutes psychological harassment, ask yourself the following questions:

- 1 | would a reasonable person, who is familiar with the circumstances and in a similar situation to that described by the employee, consider this behaviour to be vexatious (hurtful, humiliating)?
- 2 | Were there several (repeated) incidents or was there a single serious incident? If there was a single serious incident, did it have a lasting harmful effect?
- 3 | Was the behaviour (conduct, verbal comments, actions, or gestures) hostile (with aggressive intent) or unwanted?
- 4 | Did the behaviour affect the person's dignity or physical or psychological integrity?
- 5 | Did the behaviour create a hostile work environment?