

Anti-bullying Week 2021

Anti-Bullying Week 2021 is happening this Monday 15th – Friday 19th November with the theme #OneKindWord. In a world that can sometimes feel like it's filled with negativity, one kind word can provide a moment of hope. It can be a turning point. It can change someone's perspective. It can change their day. It can change the course of a conversation and break the cycle of bullying. Best of all, one kind word leads to another.

Bullying and harassment can have a serious negative effect on the health, wellbeing and confidence of those affected by it and this can also impact on their work and home life. Bullying is not acceptable in any form and will not be tolerated within the University community. If a member of staff needs to report being bullied this will be taken very seriously, and they will be treated with sensitivity.

If you need to talk to someone about issues related to bullying you may have witnessed or experienced, or you want to report unacceptable behaviour, you can do so through the support options detailed below:

Getting Support or Informal Advice

The following staff groups can provide you with support in the event that you have been subjected to bullying in the workplace:

Human Resources Adviser / HR Partner ([Contact HR | StaffNet | The University of Aberdeen \(abdn.ac.uk\)](#))
Supervisor/Line Manager/Head of School

Trade Union Representative ([Unions | StaffNet | The University of Aberdeen \(abdn.ac.uk\)](#))

University Counselling Service ([Counselling | Students | The University of Aberdeen \(abdn.ac.uk\)](#))

Workplace Dignity Network ([Workplace Wellbeing | StaffNet | The University of Aberdeen \(abdn.ac.uk\)](#))

Staff Network Groups – Race, LGBT+, Disability, Women's Development, Menopause, Parents & Carers ([Staff Equality Networks and Committees | StaffNet | The University of Aberdeen \(abdn.ac.uk\)](#))

Employee Assistance Programme – 0808 168 2143

University Chaplaincy ([Multi-Faith Chaplaincy | The University of Aberdeen \(abdn.ac.uk\)](#))

Reporting Bullying

In the event that you want to formally report bullying behaviour at work, you can do this by contacting the following staff:

Human Resources Adviser / HR Partner ([Contact HR | StaffNet | The University of Aberdeen \(abdn.ac.uk\)](#))
Supervisor/Line Manager/Head of School

Trade Union Representative ([Unions | StaffNet | The University of Aberdeen \(abdn.ac.uk\)](#))

Anonymous or online reporting can be done via the University [website](#). There are two options with this tool. You can submit an anonymous report, or you can submit a report and be put in contact with an Advisor. Both methods are confidential, with no details being stored until you submit the report. If you wish to be contacted by an Advisor, you will be asked to provide your contact details. Submitting a report does not automatically start a complaints process. An adviser will talk you through the options and you will be able to decide how you wish to proceed, including if you wish to take further action.