Each year, one in five employees in New Zealand workplaces report they have experienced bullying. It not only affects individuals but also the productivity of organisations.

In order to prevent bullying, it’s essential workplaces have a clear understanding of what it is and the impact that it can have on individuals and the morale of teams.

Leaders, managers and teams can use this resource to understand what helps to create positive work environments that prevent bullying. It provides you with an array of tools to help create positive workplace environments and cultures where mana-enhancing, open communication is the norm so bullying cannot thrive.

There are also exercises for teams to reflect on the values of their organisation, creating shared understandings and setting clear expectations of acceptable behaviours.

This resource can be used alone or alongside other tools in the Working Well suite of resources.
### Fact sheets

- About workplace bullying
- The business case for bullying prevention
- Creating environments that do not allow bullying to flourish
- How to be an Upstander
- Getting help and advice
- References

### Worksheets

- Team discussion – values and behaviours
- Team discussion – the triple filter test

Refer to bibliography for further reading and key sources of information informing this resource.