

# Are you leading a culture of bullying or harassment?

**Know  
better**

**Be  
better**

Workplace bullying or harassment don't have to be obvious to cause harm. It's vital managers are vigilant and look for signs of a workplace culture that tolerates bullying, harassment and inappropriate behaviour, even those that are subtle. As an organisation, we need to be as serious about preventing subtle inappropriate behaviour as we are about obvious ones. Subtle behaviour that becomes normalised and accepted leads to a negative workplace culture and outcomes for individuals. Leaders should model good behaviour, regularly monitor workplace culture and have policies and procedures in place to prevent and respond to inappropriate behaviour including bullying and harassment. Leaders should have an open dialogue when issues occur, speak up and step in. Find out more at [health.vic.gov.au/KnowBetterBeBetter](https://health.vic.gov.au/KnowBetterBeBetter)