Psychological Harassment

How can harassment affect an individual?
People who are targets of harassment may experience a range of effects such as: shock, anger, feelings of frustration and/or helplessness, increased sense of vulnerability, loss of confidence and physical symptoms such as inability to sleep, hypertension, apathy, irritability etc.

Psychological harassment is distressing behaviour that shows itself in the form of behaviours, verbal comments, actions or gestures characterized by the following three criteria:
- Repetitive
- Hostile and/or unwanted
- Affect staff’s dignity

Various signs of Harassment

1. Personalization (Shifting criticism to personality rather than work) during communication.
2. Generalizing and exaggerating mistakes;
3. Accusations, over criticism (especially of the tasks performed) or scapegoating, all unjustified.
4. Personal attacks with insults, intimidation, threats and emotional pressure including yelling and shouting.
5. Violent and vertical (One-way) type of communication, including disrespectful comments, conduct, body language, positioning, etc.
6. Blocking the professional activity of the victim by over-controlling his/her activities or limiting assignments or not giving any tasks at all.
7. Limiting or cutting access to information sources or providing wrong or misleading information.
8. Blocking the performance of the victim by limiting access to various resources (equipment, funds, logistics support, etc.)
9. Defaming by spreading rumours or false information about the victim.
10. Isolating the victim from co-workers and instigating others against him/her.

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