

List of cases that can constitute violence and harassment in learning and training, or at work



Intimidating language, including insults or derogatory comments based on gender, ethnicity, race, religion, disability or other characteristics that could constitute vulnerability



Aggressive physical behaviour, such as pushing, slapping, hitting, or any form of physical harm



Psychological abuse, such as controlling or manipulative behaviour, gaslighting,¹ or intentionally inflicting emotional distress



Bullying, cyberbullying and public humiliation, including manipulation of a person's reputation by rumour, gossip and ridicule



Sharing of private information or images without consent



Inappropriate touching or invading of personal space without consent



Unwanted requests for sexual favours or sexual advances



Inappropriate gestures or display of sexually explicit materials



Measures to exclude or isolate a person from group activities or discussions without reason or legitimate authority



Stalking, including unreasonable or inappropriate following or monitoring of a person's performance or movement without reason or legitimate authority



Forcing a person to engage in actions against their will by means of pressure, threats or other types of manipulation



Microaggressions, including those based on biases and stereotypes, voiced through indirect discriminatory comments or actions



Persistently undermining a learner's efforts or achievements work, or setting objectives with unreasonable and/or impossible deadlines, or unachievable tasks



Unreasonable and/or unfounded refusal of sick leave or other rights.



Creation of a humiliating, intimidating or hostile working environment against a learner based on real or perceived grounds such as race, national or ethnic origin or extraction, social origin, colour, religion, political opinion, age, gender, sexual orientation, gender identity, union affiliation, marital status, family status or responsibilities, disability or personal health status