



To protect your team and to protect yourself as their leader and as a staff it is essential that you understand the meaning, manifestation, and implications of discrimination, bullying, and harassment in the workplace.

It matters because unfortunately, it's really prevalent.

More than a quarter of American workers say that they have suffered abusive conduct at work. This doesn't include others who have witnessed it and are fully aware of it.

Also, it's important to note as you look through these numbers that only the smallest number of cases make it all the way to litigation and most cases never get reported.

It matters because it has huge implications on the legal level, the financial level, and the human level. Many people who experience discrimination, bullying, and harassment in the workplace never fully get over it.

It might seem silly to ask what is challenging for you about this since it is inherently a challenging topic, but it's still important to ask yourself.

There's a lot to this and what specifically for you is challenging?

And how might you shift your mindset to better serve you?

It's important to remember what these things are and what they look like. Sometimes they are the stereotypical movie version of what you see. Somebody making an offensive joke or publicly declaring that they don't hire certain people. Those things happen. But what is more common is much more subtle. You don't need people to say out loud what their actions are saying out loud for them.

Who they're hiring or not hiring.

Who they're paying or not paying.

Who they're promoting or not promoting.

Be vigilant as you keep your eyes open for the presence of discrimination, bullying, and harassment in the workplace.

It's important for you to remember that ignorance is no excuse.

It is your responsibility to be aware of what laws are in place.

Make sure that you are in constant contact with your HR and if things change that you are aware of those changes, so you are always aware of what the legal implications are.

It's important to err on the side of caution.



If you see something or hear something or experience something and you're not completely sure if it qualifies, report it anyway.

And know that, even though you are obligated to report when you witness these things in the workplace, it can be really messy. So make sure you're getting the support that you need throughout the process. And know that you are not immune to it.

Many times bullying, discrimination, and harassment are intentional but many other times they're not. They're out of ignorance. You need to be very careful about your actions and your words as well.

Know the law, educate yourself, and utilize your HR, and when incidents happen, make sure your HR is part of it, but also continue to protect yourself. HR departments are not infallible. You want to make sure that you're doing your due diligence as well.

Have your own documentation in addition to whatever HR is documenting again to make sure that you are protecting yourself as well as your team.

Educate your team about their rights in case they ever experience discrimination, bullying, and harassment, also how they might be perpetrators of these things.

What they should do if they experience it or if they witness someone else experiencing it and how they can best protect themselves as well as others.

Again, you want to be careful that you are not inadvertently the perpetrator of bullying, harassment, or discrimination. So think about when you're hiring, the language you use, your actions, or your inaction.

When you use humor, if you use sarcasm, how you joke with people, and how you communicate with people. It might be misconstrued. It might not be based on what you were intending, but you still might be at fault.

I don't keep saying this to scare you but I say this to make sure that you're aware and that you're always protecting yourself.

When you think that discrimination, bullying, or harassment have taken place, you must report it. You must report it.

We talked in another video about when you're thinking about confronting conflict in the workplace. There are some situations where it's best not to confront it. There are some situations where it's a judgment call and there are some situations where you must report it. When it comes to bullying, discrimination, and harassment you must report it.

So the most important question for you is, how can you become more knowledgeable of workplace discrimination, harassment, and bullying?