

Towards creating a healthy and safe working environment

Message for bullies

Workplace aggression thrives when management is negligent or promotes a toxic culture in the first place – yet, we all are responsible to reflect on our own character traits and behaviours. If you recognize workplace aggressions in your own behaviour (or within your team), please keep on educating yourself around this matter. Note that an apology can help the target in processing the experience and in recovering even years after the incidents.

Message for targets

If you sense or recognize that you are a target of workplace aggression, please know that you are not alone - we feel with you. You deserve to be respected and, certainly, plenty of professionals will be happy to collaborate with you based on upright integrity. You may be a target, but you do not need to be a victim! The guide “How to combat bullying and discrimination in the geosciences” provides 10 strategies to empower you.

Scan this QR code to read the EGU blog post

‘Mind your Head: An introduction to Workplace Bullying in Academia’



Scan this QR code to read the EGU blog post

‘Mind your Head: An introduction to Workplace Bullying in Academia’

Message for bystanders

A target/victim might have difficulties engaging with you by themselves and can be uncertain on whether they can trust you. However, their suffering might be much worse than what you perceive. If you think you are a spectator to a bullying or mobbing situation, please know that as small as your supportive action may be, any clear sign of solidarity with the target matters. You may also contribute to a systemic change by educating yourself around the matter and challenging your colleagues, superiors and/or human resources on which systems they have in place to create a healthy and safe environment.

Message for management

You are responsible to set a safe framework and to train those in responsibility positions to recognize and effectively counteract abusive situations in academia, while keeping in mind the vulnerability of the target. When confronted with a situation, you need to hold yourself accountable, step away from primarily protecting the institution's reputation, and focus on effectively protecting your employees' and students' long-term health and safety. Today, a target/victim often needs to be their own biggest advocate on top of the strains from the initial situation - this is unacceptable, change it!