

RISK FACTORS FOR WORKPLACE MISCONDUCT

CHARACTERISTICS OF WORK SETTINGS WITH HIGHER RATES OF BULLYING, HARASSMENT, DISCRIMINATION & SEXUAL MISCONDUCT

Work Stress

High-pressure work settings

Excessive job demands/ workloads, time pressures/ long hours, low job control and autonomy, low supervisor support, organisational change, role conflict, job insecurity, conflict and competition among employees, poor training, lack of resources, unreasonable or unclear performance measures, poorly defined delegation.

Poor Management

Weak leadership capability

The use of threats and other aggressive methods to drive performance and productivity. Hierarchical leadership doesn't allow for employees to be involved in decision-making.

Power Dynamics & Imbalances

Attempts to retain and build power. Abuse of power.

Undermining others to retain power and status, job security, rewards and access to scarce resources. Using power to coerce. Lack of transparency regarding merit in appointments and promotions. Weak leadership accountability.

Diversity Imbalances

Bias & stereotypes

Women in male-dominated work settings and minority employees (Aboriginal and Torres Strait Islander, culturally and linguistically diverse, minority religious, LGBTIQ, migrants, insecure workers, younger age, people with a disability) experience higher rates of bullying, harassment and discrimination.

Fly-in, Fly-out & Alcohol

Risk factors for sexual harassment and assault

The risk of sexual harassment and assault is higher in fly-in, fly-out work settings and when alcohol is consumed at work and/or work-related events.