



## 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,<sup>1</sup> 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