

Bullying Experience:

History: employed with employer since 1979. Promoted to level of high ranking technician in workplace

Participated in Technical work exchange with another Technician/Employer/Australia for period of 1 year – returned 1992.

Work Performance: History of High Performance and Hard Work, Enthusiastic, Passionate about Job, Strong Work Ethic and Standards, Gave 110% to Employer.

Returned in 1992. New Director hired since departure for Australian work location Following day called into Director's office and informed co-workers had expressed opinions to discredit me/job performance: His concern: I had a "cushy" job. Presented documentation detailing job description/duties prior to departure to Australia. Checked with Director 2 days later: Response: No longer had a concern – felt that co-workers were just jealous and their concerns were not justified.

Director: Wanted me to promote change/implement his changes to the workplace. I was to ensure compliance.

Met with resistance from co-workers at same levels within organization as well as those having high ranking positions within the organization.

Experienced extreme resistance to any requests for compliance of Director's changes, no or minimal support from Director. Bullying behaviours commence by these individuals.

Threatened with dismissal by supervisor – (no justification to do so-given current work performance – unwarranted threat – did not have authority to terminate employment). Director intervention: job secure – supervisor's actions not appropriate or justified.

Given no duty assignments by Supervisor -Colleagues: limited access to performing tasks, exclusion from participating in further training activities, interactions with others. Treated with disrespect – assigned entry level distasteful duties. Criticized extensively.

Support from Director but continued lack of support from bullying treatment and Blaming/Exclusion/Isolation/Criticism continues by Co-workers at all levels.

Bullied for 3 year period. Personal perception: confusion, and frustration, lack of understanding of bullying process/behaviours directed at me and why this is happening. Blaming extensive! Repeatedly told "It was all my fault" "I was the problem" despite my Performance remaining consistent or higher to that before I left on technical exchange.

My workplace response: Tried harder to please, worked harder, worked with most efficiency, worked longer hours including overtime-Weekends when not warranted.

Despite my response: I could not satisfy this supervisor and his colleagues. Still minimal to now support by Director to issues I faced. Other issues, malicious gossip/harassing behaviours arise with technicians because of my work status etc.

Chance meeting with another high ranking employee as left laboratory. Asked individual if they required any assistance. Response: total shock and surprise by this individual to my request “YES”! Later told that this person had been told by the others bullying me that she could not ask me for my assistance with duties.

Over period of 9 years worked with this individual and other team members

Due to Hard Work by team – achieved success/international recognition/caseload. Significant positive impact for organization and employer.

Despite success: -significant resistance to provide support. Team’s need for equal access of support and equipment etc. Denied. Provided substandard(below the organizational norm available to others for support and material access).

Despite these limitations: continue efforts and achieve successful outcomes within workplace and organization.

Now become threat to others. Others have deliberately stalled their career activities “Retirementitis”

By default given our job accomplishments and the team’s increasing recognition we become a threat – exposure and comparison to others work performance- Others concerned they look bad in comparison despite the fact they have unimpeded access to all latest equipment/supplies/materials – View as a competition.

Intensified bullying behaviours.

Unethical Actions taken by Bullies. **CRISIS POINT** (I am responsible for compliance regulations so now threats of potential discipline, job loss- if I am blamed and held responsible for activity) I have not participated or agreed to participate in events.

Multiple threats to my job security/employment again from the same individual who had made previous threats. **THREATS TO MY CAREER ONCE AGAIN!! NO JUSTIFICATION.** Meetings held where others join in Bullying Process!!! of me.

Address concerns with New Director (newly employed). She has concerns and spends significant time trying to support me/ defend me from bullying behaviours/elimination of duties –now senior management retaliating against me! Also Increased Co-worker retaliation and efforts to discredit me and destroy my reputation. Despite intensive measures by this director (she had won labour relations awards in previous appointments). She is unable to provide adequate interventions to resolve process due to unwillingness to address / or stop harassing behaviour **Denial and Elimination of**

Duties, Access to Equipment by Senior Management. After a period of 1 year this director leaves her employment in frustration. (Partly because of her inability to manage my case properly and manage the workplace effectively due to interference from above).

New Director hired: failure to address issues or willingness initiate efforts to do so. Now face discriminatory actions/retaliatory behaviours from Middle and Senior Management. Inadequate Management/ compounded by reluctance to deal with Harassment Issues--- Human Resources Department.

Due to deteriorating health: commence with stress leave. After 6 month period have clearance to return to duties in non-harassing work environment.

Employer refuses to provide safe workplace. Clandestine management decision to never allow me to return to my employment. I am unaware of this decision.

3 investigations into my harassment exposure/allegations performed over 1.5 year period. Results in a prima facie case that I have been harassed. Employer was stating I had not been exposed to harassing behaviours during this period. Employer deliberately delaying workplace return(bad faith-through deceptive process practices)

Offer to accept alternative position and then return when workplace fixed.

Further Employer resistance to returning me to workplace. Multiple employer statements made “ Employer has fixed workplace but won’t allow my return”

Note: if the workplace was really fixed as the employer stated and the work conditions necessary for my return were a non-harassing work environment why was I not allowed to return to my job.

Employer/Human Resources department jointly develop various Barriers to disallow for my return to workplace, despite continuing to claim have fixed workplace but not safe for my return. PARADOX!

Within weeks of arbitration proceeding, barriers created can’t be justified as a defence for employer’s efforts not allowing my return. New Barrier: DESPITE NO WORKPLACE NEEDS ASSESSMENT and Duties still being performed, Employer now insists that Job Position has been eliminated!!!

Arbitration proceeding commences: Decision is that position still exists, I am to be returned to workplace. Further Employer/Organizational/Co-worker barriers to my return. Workplace had not been dealt with/remedy sought or achieved despite assurances that this had been done to arbitrator in arbitration hearing, myself or workplace representatives.

Return to workplace in 2005. 3 years after commencement of stress leave and 5.5 years after initial crisis. 13 years from initial bullying exposure.