Handout 2

Why do people not come forward with complaints?

The 2011 employee survey shows that around 8% of those responding felt they had experienced some form of harassment / bullying. That equates to around 350 employees.

What might be the reasons that employees don't feel able to complain?

- Is a stressful thing to do
- May make situation worse
- Concerns re confidentiality
- Fear of victimisation
- Labelled a troublemaker
- Fear of negative employment consequences
- May be perceived as "normal behaviour in the organisation"
- May be considered weak / not up to the job
- May feel they are overreacting
- May be worried others won't believe them
- What will it achieve?
- Similar complaints have failed

Bullying and harassment can often be hard to recognise – they may not be obvious to others, and may be insidious.

But until someone does something about it, it is unlikely that the bully or harasser will stop.