

WHAT IS WORKPLACE HARASSMENT?



Tripartite Alliance for
Fair & Progressive Employment Practices



- ▶ When someone at the workplace behaves in a way that makes the other person feel harassed, alarmed or distressed
- ▶ It can be a co-worker, client, customer or member of the public
- ▶ Workplace harassment can happen through threatening, abusive or insulting communications, in words or behaviours
- ▶ It can also happen online

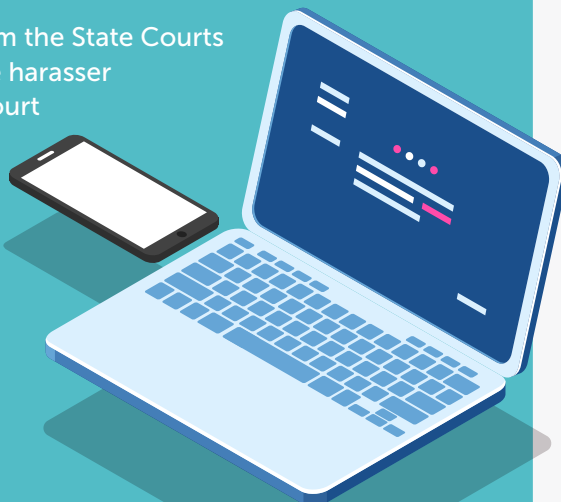


WHAT CAN I DO IF I ENCOUNTER WORKPLACE HARASSMENT?

- ▶ Seek help immediately
- ▶ Talk to your supervisor, HR, or management
- ▶ If your company has a peer-support programme, you can seek emotional support there
- ▶ Your company should step in as quickly as possible after being informed, and take appropriate action

BESIDES GOING TO MY SUPERVISOR, HR OR MANAGEMENT, WHAT ELSE CAN I DO?

- ▶ File a report with TAFEP, or call 6838 0969
- ▶ TAFEP can give you advice on what actions you can take, and offer a listening ear
- ▶ Some other options TAFEP can advise you on:
 - File a claim for wrongful dismissal with TADM if you have been dismissed
 - Seek Protection Orders from the State Courts
 - Take civil action against the harasser or stalker via the District Court
 - Consider mediation by the Community Mediation Centre (CMC)
 - For Union Members, seek assistance from NTUC Workplace Advisory or U PME Centre



I FEEL DISTRESSED. WHERE CAN I GO FOR HELP?

If you are in distress, experiencing anxiety, mood changes or are confused, you can reach out for counselling services for social or emotional support from these organisations:

- ▶ SOS Singapore
- ▶ Family Services Centre (FSCs)
- ▶ Health Promotion Board (HPB) Healthline
- ▶ IMH Mental Health Helpline