

Workplace harassment or *mobbing*

Mobbing is a set of systematic acts that are often aimed at forcing an individual to voluntarily leave their job, at no cost to the company. These are acts that take place over time and are designed to damage the physical or psychological integrity of one or more persons. It is an abuse of power. They set out to destroy an individual's reputation and communication networks, sabotaging the performance of their duties and in this way get rid of the person affected. It happens both in private companies and public ones.

What is not workplace harassment?

A collective act of an organizational nature, a single act, conflicts between two or more persons, no matter how violent, as long as they occur between people at the same level. However, if this type of situation becomes abusive, it may turn into the starting point of a harassment situation.

How can you tell?

Pressures and unfair criticism: cause someone to make mistakes, belittling them professionally.

Isolation: giving the silent treatment, physical isolation, not allowing someone to talk, not listening to them, etc.

Attacks on a person's dignity: disqualifications and personal insults, mocking, gestures of contempt, etc.

Verbal, physical or sexual violence: physical threats, pushing, slamming doors, shouting, phone calls, damage to their property, etc.

There is no specific issue: either it does not exist or is banal. The victim is trapped and immobilized: they do not know what they are

accused of and become destabilized. They do not understand what is going on, think they are to blame for everything and that they are "losing it".

Can you become ill?

Yes, it causes anxiety, depression, headaches, and other conditions that can affect health. The victim usually tries to avoid any situation in which the *mobbing* occurs. When it's all over, the fear that it can happen again and lots of insecurity remain.

What can be done?

Your primary care doctor may refer you to Mental Health and Occupational Health Services, and trade unions, lawyers and victims' associations must be notified. Sick leave will not solve the problem but is a way of temporarily easing the patient's suffering.

If leave is too long, it can turn into a chronic problem and phobias may develop when it is time to return to work.



A complaint can also be filed with the Labor Inspection Authority.

Insofar as possible, it is good to participate in cultural or other activities, to promote self-esteem.