



BOTA

BRITISH ORTHOPAEDIC TRAINEES ASSOCIATION



British
Orthopaedic
Association

Recognise Bullying in the workplace:

KNOW THE SIGNS, TAKE A STAND

Verbal & Emotional

Insults or Name-calling
Yelling or Aggressive Tone
Sarcasm or Belittling Remarks –
Persistent Criticism

Isolation & Exclusion

Leaving Someone Out
Withholding Information
Ignoring Contributions

Work-Related

Setting Unrealistic Deadlines
Micromanaging Excessively
Sabotaging Work
Undermining Authority

Reputational Attacks

Spreading Rumours or Gossip
Blaming Others Unfairly
Public Humiliation

Threats & Intimidation

Physical Intimidation
Threats of Job Loss
Retaliation

Discrimination

Targeting Protected Characteristics
Stereotyping or Jokes

Bullying damages wellbeing and teamwork. It's defined by its **impact on the recipient**, not the intent of the perpetrator. Recognising the signs helps us build respectful, supportive workplaces.

If you experience or witness bullying, please speak up and seek support.

Find out more at:

www.bota.org.uk/wellbeing-support-bullying

www.boa.ac.uk/wellbeing