

Workers' **rights**, not wrongs

Discrimination and Bullying

According to the Fair Work Ombudsman website:

“Discrimination happens when there's 'adverse action'.

Adverse action includes firing or demoting someone because of a person's characteristics, like their race, religion or sex.

Bullying at work happens when:

- a person or group of people repeatedly act unreasonably toward a worker or a group of people workers
- the behaviour creates a risk to health and safety.

This behaviour doesn't have to be related to the person (or group's) characteristics. Adverse action doesn't have to have happened.”

The Fair Work Commission (the Commission) is the national workplace relations tribunal that deals with anti-bullying claims under the Fair Work Act.

Click [here](#) for more information on how and where to get help about bullying and harassment.

Click [here](#) for more information about discrimination and how and where to get help with resolving discrimination issues.

If you believe you are being bullied or discriminated against, you are welcome to make an appointment to see the PARSA Student Assistance Team who can be contacted on parsa.assistance@anu.edu.au or 02 6125 4187.

