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### Manual Guide

Investigating, and Preventing Harassment. This guide provides you — the managers, postmasters, and supervisors of the Postal Service — with tools to address allegations of harassment in the workplace and to address harassing or inappropriate behavior that you may witness .

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is an unethical or destructive way of  
reacting to a situation or behaving  
towards a person. Psychological

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PSYCHOLOGICAL HARASSMENT at work is vexatious behaviour in the form of repeated conduct, verbal comments, actions or gestures:

- that are hostile or unwanted
- that affect the employee ' s dignity or psychological or physical integrity
- that make the work environment

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Information Association

More specifically, harassment is normally a series of incidents but can be one severe incident which has a lasting impact on the individual.

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Essentially, the definition of harassment means that more than one act or event is needed in order to constitute harassment and that taken individually, this act or event need not constitute harassment. It is the repetition that generates the harassment.

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any repeated or persistent aggression,  
whether physical, verbal or  
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on conditions at the workplace or

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Chronic Mental Stress | WSIB

Victims of sexual harassment suffer from psychological symptoms such as

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feeling weak, self-blaming, insomnia, anger, tension and depression, as well as biological syndromes such as headache, backache, vomiting, high blood pressure, change in weight and fatigue. What ' s even worse is that they are often forced to resign.

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Put a halt on sexual harassment in your workplace by implementing an effective training guide. With the increased focus on workplace harassment, employers should evaluate their practices to ensure that they maintain and implement

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preventive and remedial measures that have been recommended by employment law practitioners, and agencies like the EEOC, for years.

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