

List of the 45 facts

ARE YOU VICTIME OF HARASSMENT AT WORK?

Please check the testimony that resembles your situation

1. Effects on self-expression and communication:

- 1) Your superior restricts the opportunity for you to express yourself.
- 2) You are constantly interrupted.
- 3) Colleagues restrict your opportunity to express yourself.

Pressure is applied with the following attacks:

- 4) You are yelled at and loudly scolded.
- 5) Your work is constantly criticized.
- 6) There is constant criticism about your personal life.
- 7) You are terrorized on the telephone.
- 8) Oral threats are made.
- 9) Written threats are sent.

You are denied contact in the following manner:

- 10) Contact is denied through looks or gestures.
- 11) Contact is denied through innuendo.

50) Other:
.....

2. Effects on social contacts:

- 12) People do not speak with you anymore.
- 13) You cannot talk to anyone; access to others is denied.
- 14) You are relocated to another room far away from colleagues.
- 15) Colleagues are forbidden to talk with you.
- 16) You are treated as if you are invisible.

51) Other:
.....

3. Effects on occupational situation and quality of life:

- 17) There are no special tasks for you; you are without occupation during the working hours.
- 18) You are given meaningless jobs to carry out.
- 19) You are given jobs that are harmful to health.
- 20) You are given jobs that are below your qualifications.
- 21) You are continually given new tasks.
- 22) You are given tasks that affect your self-esteem.
- 23) You are given tasks that are way beyond your qualifications in order to discredit you.

52) Other:
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4. Effects on personal reputation:

- 24)** People talk badly about you behind your back.
- 25)** Unfounded rumours about you are circulated.
- 26)** You are ridiculed in public.
- 27)** You are treated as if you are mentally ill.
- 28)** You are forced to undergo a psychiatric evaluation.
- 29)** Your handicap is ridiculed.
- 30)** People imitate your gestures, walk, or voice to ridicule you.
- 31)** Your political or religious beliefs are ridiculed.
- 32)** Your nationality is ridiculed.
- 33)** You are forced to do a job that affects your self-esteem.
- 34)** Your efforts are judged in a wrong and demeaning way.
- 35)** Your decisions are always questioned.
- 36)** You are called by demeaning names.
- 37)** Sexual innuendoes are present.

53) Other :

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5. Effects on physical health:

- 38)** You are forced to do a physically strenuous job.
- 39)** In spite of your poor health, you are forced to do harmful tasks.
- 40)** Threats of physical violence are made.
- 41)** Light violence is used to threaten you.
- 42)** Physical abuse is present.
- 43)** Causing general damages that create financial costs to you.
- 44)** Damage is done to you in your private life or in the workplace.
- 45)** Outright sexual harassment is present.

54) Other:

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6. Other violations or situations you want to describe

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How long have you been undergoing these attacks?

years

month

weeks



Exploitation:

If you have been subjected to one or more of the above-mentioned abuses **at least once a week, over a period of six months**, you are **probably** being harassed. Since this text only gives clues, ask for help from a person you trust, the staff delegation or from Mobbing asbl, if you suspect that you are a victim of psychological harassment.

Shortened LIPT questionnaire, developed by Heinz Leymann (Leymann - Inventory of Psychological Terror). Translation into German by Klaus Niedl dgvt-Verlag, Tübingen.