

**TEST**  
**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:

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**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:

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**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.