



Quiz

Bullying in the Workplace

1. An employee who believes he or she is being bullied in the workplace is advised to
 - a. Take notes of behaviour that is objectionable
 - b. Try to solve the problem in the workplace before having to approach the Fair Work Commission
 - c. Approach Human Resources to express their concerns
 - d. All of the above
2. What is the approach of the Fair Work Commission?
 - a. Very complicated
 - b. Against conciliations
 - c. Pragmatic
 - d. Does not have a good record for sorting things out
3. s 11A was inserted into the *Workers Compensation Act 1987* (NSW) such that
 - a. a person who has suffered psychological injury because of reasonable management action can be compensated
 - b. a person who has suffered psychological injury because of reasonable management action cannot be compensated
 - c. the Fair Work Commission can now assess whether a person has suffered psychological injury

- d. the Fair Work Commission can no longer assess whether a person has suffered psychological injury
- 4. What does the employee have to prove in order to sue an employer for bullying?
 - a. That the employer has breached something (either a statutory or contractual obligation)
 - b. That the employee has suffered loss and damage
 - c. That the loss and damage suffered by the employee was a result of that breach
 - d. All of the above
- 5. Constructive dismissal is
 - a. Where an employee is forced to resign because of the behaviour of an employer
 - b. Very usable in cases of bullying
 - c. Defined in s 388 (1)(b) of the *Fair Work Act 2009* (Cth)
 - d. Defined in s 19 of the *Work Health and Safety Act 2011* (NSW)

Answers:

1. d 2. c 3. b 4. d 5. a