

# The Defence Bullying Harassment and Discrimination (BHD) Helpline

## You have the right to be treated with dignity and respect

No-one should be bullied, harassed or discriminated against. If you're being targeted by bullying, harassment or discriminating behaviour, Health Assured are here to help.

### Bullying behaviour could include:

- Verbal abuse
- Physical or psychological threats
- Unreasonable work expectations
- Practical jokes
- Sending or posting detrimental material about an individual

### Harassing behaviour could include:

- Spoken or written abuse or intimidation
- Tweets or posts on websites and social media
- Images and graffiti
- Physical gestures
- Facial expressions or mimicry
- Unwanted banter or use of a nickname that is offensive
- Aggression and physical behaviour towards a person

### Discriminatory behaviour could include:

- Excluding from work activities or conversations
- Making jokes or comments about a person or group stereotype (discrimination is related to one or more protected characteristics e.g. race or sexual orientation)

If you're experiencing any of the above, call Health Assured on:

Our Experienced counsellors and advisors are on-hand 24/7, 365 days a year to listen and help with your problems. They'll provide you with an impartial listening ear and everything you say is treated in the strictest confidence.

To find out more visit:

[healthassuredeap.com](http://healthassuredeap.com)

Username:  Password:

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