

DISRESPECTFUL BEHAVIOR	WORKPLACE BULLYING	HARASSMENT	VIOLENCE	
Definition	To violate a behaviour norm, or conduct.	Intentional, disrespectful, repeated actions by one or more people towards another. A form of harassment.	Intentional repetitive behaviour intended to disturb or upset the target. May be verbal or physical.	Physical force or threat that causes or could cause an injury.
Is it Deliberate?	Not usually deliberate, most often motivated by a need for self preservation	Yes. This is deliberate with the intent to oppress and/or harm the target.	Yes. The perpetrator knows, or should have reasonably known, their actions would cause harm.	Yes. The perpetrator knows, or should have known, their actions would cause harm.
Is it Disrespectful?	Yes	Yes	Yes	Yes
Is it Repeated?	Not the norm. If this is repeated, this would be due to a "style" for self preservation, not with intent to harm.	Yes. This will often include pre-meditated calculation in order to have power over or cause harm.	This may include one single event or a serious of incidences.	This may include one single event or a serious of incidences.
Is it against the law?	No. This is where effective corporate	No. This is where effective corporate policy	Yes For protected	Yes

	policy and accountability are essential. i.e.: Code of conduct/civility.	and accountability are essential. i.e.: Code of conduct/civility	status. Yes For general workplace harassment.	
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