

Bullying – Journal



If you are being bullied, **it is important that you defend yourself against it**. It is important that you write down the incidents and get help. The journal can help you to document the incidents and collect evidence.

Here you can see what your bullying journal can look like:

Date (on which day and at what time did the incident happen?)	Incident (what happened?)	Place (where did it happen?)	Witnesses (did anybody witness the incident? Maybe your colleagues?)
December 7th, Year, 1 pm	My boss called me stupid. He said: „Get out! You are too stupid to be here!“	Breakroom	Two colleagues heard the comment. They sat next to me but did not react. I left the breakroom and felt terrible. <i>Write down the names of the colleagues!</i>
February 10th, Year, 1 pm	Two colleagues were talking. As I joined them, they immediatly left. That was the third time this day. I tried to ask them, what was wrong and why they avoid me, they told me: „We don't want to talk to you!“ I don't know why.	Construction site	A colleague of mine was nearby and she saw what happened. <i>Write down the names of the colleague!</i>

Die Fachstelle Faire Integration wird im Rahmen des Förderprogramms IQ – Integration durch Qualifizierung durch das Bundesministerium für Arbeit und Soziales und die Europäische Union über den Europäischen Sozialfonds Plus (ESF Plus) gefördert und vom Bundesamt für Migration und Flüchtlinge administriert. Partner in der Umsetzung sind das Bundesministerium für Bildung und Forschung und die Bundesagentur für Arbeit.

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Write down what happened. Any Detail might be important, so make sure to be as specific as possible. Write down what incident occurred: Insults, massive/unjust criticism, rumors, lies, exclusion, teasing, slander, physical violence, etc. It is important that you have witnesses who saw or heard what happened. Write down their names and addresses, this way a court of law can call them as witnesses if it should come to a trial. **Be careful not to leave your documentation/journal lying around your workplace!** It is possible that you get a warning (Abmahnung) without a significant reason. You can defend against this, too. There are different options to contact helpful services:

- Supervisors
- Works council or staff council
- Human resources department
- Person responsible for equal opportunities (equal opportunities officer)
- Anti-discrimination office
- Fair integration advice centre
- Trade union, if you are a member
- Bullying counseling centers
- Doctor or psychotherapist.

It is important that you talk to others about your problems and get support.
 You can also find support here:

<https://www.komnet.nrw.de/service/MobbingLine/index.html>



<https://www.betriebsrat.de/mobbing-konflikt/mobbinglandkarte.html>



<https://www.mobbingscout.de/>



<https://www.faire-integration.de/beratungsstellen>



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Template for your own bullying journal:

Date (on which day and at what time did the incident happen?)	Incident (what happened?)	Place (where did it happen?)	Witnesses (did anybody witness the incident? Maybe your colleagues?)

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