

Defamation or slander and gossip	Speaks of the victim or the victim's family using derogatory terms and disseminate preconceived opinions. Often untruths or lies.
Demeaning	Demeans the victim or his work performance in coarse terms, typically when others are present.
Lack of confidence	Expresses a lack of confidence that the victim can do anything right.
Coarse language	Uses coarse/vulgar language both by the choice of words and tone of voice.
Incorrect information	Retains important information or provides incorrect information on issues that are important to the victim's duties.
Sabotage	Sabotages the victim's work or makes it difficult. For example, papers or other things are damaged or disappear.
Ignoring	Ignores the victim in connection to bonuses, advancement or distribution of tasks.
Persecution	Threatens the victim physically or mentally. Uses hateful remark or terrorises by phone or letter.
Excessive control	Spies on the victim or exposes her to excessive control.
Side-tracking	Gradually side-tracks the victim by continuously relieving her of the good and interesting tasks.
Too difficult tasks	Requires the victim to solve too many or too difficult tasks that she does not have the required prerequisites to solve
Unexplained interventions	Revokes benefits without justification or inexplicable reassignment

FIGURE 4.50
Bullying at work. Source: Arbejdsmiljøweb.dk