**INVENTORY OF ATTACKS**

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| **Have you or your colleagues experienced any of the following behaviours in this job?** | I am a victim | I am a witness | Frequency (daily, weekly) |
| **Attacks on the quality of work life** |
| Too much pressure towards performance |  |  |  |
| Uneven distribution of work |  |  |  |
| Deliberately causing conflict in the workplace |  |  |  |
| Repeatedly failing to resolve conflicts or postponing a resolution |  |  |  |
| Ignoring requests to talk or requests for help |  |  |  |
| Denying access to information or work activities |  |  |  |
| Unclear and vague communication, manipulating information |  |  |  |
| Defaming someone with their superior or colleagues |  |  |  |
| Questioning and belittling work performance |  |  |  |
| Deliberately causing fear and excessive tension in the workplace |  |  |  |
| Preferential treatment of certain employees |  |  |  |
| Repeatedly disparaging decisions |  |  |  |
| Denying access to discussions, congresses and other important meetings |  |  |  |
| Undervaluing your job performance leading to a loss of self-confidence |  |  |  |
| Assigning meaningless work tasks or none at all |  |  |  |
| Hindering career growth or study |  |  |  |
| Unequal financial evaluation or scoring |  |  |  |
| Deliberately searching for mistakes |  |  |  |
| Imposing obligations that do not correspond to qualifications |  |  |  |
| Limiting competencies |  |  |  |
| Arbitrary transfers or attempts to reassign an employee |  |  |  |
| An employee’s work is viewed in a negative or distorted way |  |  |  |
| Forcing someone to perform work that does not correspond to their health or physical disposition |  |  |  |
| Prohibiting activities during working hours |  |  |  |
| Intentionally complicating or repeatedly interrupting work activities |  |  |  |
| Excessive criticism that does not correspond to reality, exaggeration mistakes |  |  |  |
| Retention of bonuses |  |  |  |
| Deliberate and repeated requests to immediately report to work, suspend vacation or other personal activity |  |  |  |
| Deliberately creating a sense of fear, anxiety and tension in the workplace |  |  |  |
| Disproportionately increased inspections of work activity |  |  |  |
| Playing down or ridiculing complaints |  |  |  |
| Insinuating that employment relationship might be terminated due to non-performance of work duties or for other reasons? What reasons: |  |  |  |
| If the management has terminated the employment relationship with you or a colleague, on what grounds did they do so and how (e.g. by agreement, notice of termination, cancelling a job position, in the probationary period, termination of employment)? |  |  |  |
| **Attacks on good name, esteem, reputation and social relationships** |
| Forcing someone to do work that hurts self-esteem and self-confidence |  |  |  |
| Spreading slander and rumours, or plotting against someone |  |  |  |
| Discrimination (age, race, female vs. male, etc.) |  |  |  |
| Deliberate defamation of reputation in other workplaces or in personal life |  |  |  |
| Degradation and humiliation |  |  |  |
| Threats, intimidation (even indirect) |  |  |  |
| Verbal aggression |  |  |  |
| Manipulating (withholding, distorting, etc.) information |  |  |  |
| Repeated admonitions targeting deficiencies |  |  |  |
| Accusations of mental illness |  |  |  |
| Spinning reality, blaming one’s own mistakes on others |  |  |  |
| Mocking disability |  |  |  |
| **Attacks on the ability to express oneself** |
| Inability to express one’s opinion without the risk of potential retaliation |  |  |  |
| Constant interruptions, comments, innuendos and ridicule |  |  |  |
| Shouting, swearing, derogatory remarks |  |  |  |
| Rejection, verbal and non-verbal |  |  |  |
| Using contrived/false arguments |  |  |  |
| Social and work isolation |  |  |  |
| Prohibiting communication with others |  |  |  |
| **Attacks on health** |
| Physical aggression |  |  |  |
| Forcing to do physically demanding work |  |  |  |
| Sexual harassment |  |  |  |
| Sabotaging work safety |  |  |  |
| Using light violence to intimidate you |  |  |  |
| Mandatory doctor appointments to assess mental health |  |  |  |
| **Other, please fill in:** |
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