

Nightmare HR Company

Micro-managed, sexually harassed, and covertly followed



Photo by Nihan Aydin

Author: Nicole Brennan, Sept 2013

I commenced my employment with ABC Consultants, a small privately owned business in the Human Resources industry with a staff of only seven, June 2012 and was teamed up with Amy, a temporary staff member who has since left. She was employed as a temporary at the time and was initially offered the role permanently before me - but did not accept it. She trained me before she left. During the period of my employment, I was not sure that I would be able to maintain my employment as I began noticing number of work related matters that I was not comfortable with. I noticed that the Managing Director, Barry appeared to display a dislike of staff "chatting" answering back and questioning their directives and the General Manager, Margaret displayed similar qualities.

Amy informed me during my first week that staff were not permitted to "chat" and we were to follow the order meticulously. We were also not permitted to use our own initiative, if we did Margaret would berate us for doing so. On one occasion we completed a very simple task without her consent. Both of us were berated like children by her and were told never to act on our own initiative without her permission. I began to notice Margaret's micromanaging tendencies over even the simplest of tasks which a child can complete to be bordering on the obsessive side of it becoming a disorder. But as it was still early, I figured that I would get used to her "management style". Barry, the Managing Director was an old fashioned elderly man, who disliked technology and ran his

business with old hardware and software which only made the administration tasks harder to complete. He also was a man who liked to make disparaging, racist, sexual remarks about the female staff and female candidates, calling some “horny”, saying to me that he would “like to see me on my knees”, would call female staff “thunder thighs” and such like. He was a disgusting old man with no concept of how to conduct himself appropriately in the workplace.

Two weeks after I started a new Consultant, Sharon, was employed. She resigned 3 months later due to the oppressive environment we were required to work under. She was not permitted to use her initiative, her experience, nor to send correspondence to clients without Margaret changing the content and putting her own signature at the bottom. During her 3 months there, myself, the receptionist and this Consultant gravitated towards each other due to the controlling and what appeared to be a narcissistic manner in which Margaret ran this small office. We found solace with each other and it made the days more bearable. After Sharon left, Margaret refused to pay her her months salary and accused Sharon of stealing intellectual property. Sharon lodged a complaint with Fair Work Australia and she won her salary and entitlements. In regards to her “stealing” (which I highly doubt), I am only aware that they came to some sort of an agreement.

During this time our Temp Receptionist also left after 3 months as she had a better offer of a contract with more money. That along with certain things which she also experienced, from Barry’s inappropriate comments and continual staring at her legs. She hated that and called him “a dirty old man”. I bought this to Margaret’s attention but her response was: “well she should not wear short skirts”. The receptionist was always immaculately dressed and I was offended at her response. Another temporary receptionist started and remained for the 6 months of her contract. In October another Consultant, Dianne was employed, she resigned after 3 weeks.

In January 2013 another Consultant started, a young man named Jerry. From the very first week he became disillusioned with their archaic systems, and they with his modern IT use. He used his iPad. Margaret and Barry did not like this and demanded that office systems are followed whether they are archaic or not, and everyone must adhere to this. The Consultant

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also reached out to me and the receptionist as he felt that he had allies in a false and hypocritical office environment.

By the third month of this Consultants tenure with the company it was obvious he was not performing. Barry was on Margaret’s back to dismiss him but Margaret did not or would not for reasons that were unclear. But the tensions were high, confrontations occurred, Margaret would humiliate him in our sales meetings and they would clash. It was just disgusting behavior.

As time went by I became concerned with the general feeling of unhappiness in the atmosphere and was told often times of previous staff and their experiences with Margaret and Barry. This information coming from the other two staff members who were elderly. There was a chronic staff turnover which

A FEW 'BULLY' FACTS...

THE WORKPLACE BULLY WILL DISCOURAGE INITIATIVE IN THE WORKPLACE BECAUSE THEY FEAR BEING EXPOSED AS 'INADEQUATE' IN THEIR JOB. ANY POTENTIAL FOR COMPARISON AGAINST A MORE COMPETENT COLLEAGUE RISKS HIGHLIGHTING THE BULLY'S OWN LACK OF SKILLS. BULLY'S VIEW COMPARISON AS LEADING TO POSSIBLE 'EXPOSURE', SO THEY DESTROY ANY STAFF MEMBER THEY VIEW AS A 'THREAT'.

DID YOU KNOW...

100% OF KNOW BULLY'S, 'BULLY FILES' REVEAL THAT WHERE WORKPLACE BULLYING EXISTS... SO TOO DOES OTHER 'DEVIAANT' BEHAVIOUR. ALCOHOL & DRUG DEPENDENCY; VIEWING PORN ON WORK COMPUTERS; SEXUAL HARASSMENT; EXTRA-MARITAL AFFAIRS; AND FRAUD... THESE ARE 'RED FLAGS' WHEN IT COMES TO COMPANIES ASSESSING RISK... I.E. IT'S THE 'STUFF' THAT LAW SUITS ARE FOUNDED ON!

SIGNS OF BULLYING...

- * MICROMANAGEMENT: A TOOL TO DISCOURAGE INITIATIVE
- * FALSE ACCUSATIONS ABOUT OTHERS: A TOOL USED TO CREATE 'SMOKESCREENS' TO HIDE BULLY'S INADEQUACY
- * MOBBING: WHERE THE BULLY COERCES OTHERS INTO PERPETRATING BULLY BEHAVIOURS AGAINST THE 'TARGET'.
- * HIGH STAFF TURNOVER: AN SIGN THAT THERE'S A POSSIBLE WORKPLACE BULLY 'AT WORK'.

unsettled me, but I remained in this role and adopted a submissive, do or die attitude in order to remain under the radar and to just get on with the job regardless of having no autonomy and no voice. As months passed by my role as an Administration Manager became more of a general dogs body role as every sentence, every task, every move, every opinion was overruled, changed or just quashed. Even a simple one line email such as "as per your request please find attached....." had to be drafted, emailed to Margaret, perused under a microscope, changed, emailed back to me, then I was able to send it. I was made to sign my name on defamatory emails to clients, accusing and threatening, in order to collect money owed. Fair enough, but these emails were defamatory and libelous. Once, I refused to do this and was quickly reprimanded and told to do what I was told to do. I was told when to smile, what to say, how to talk. I was informed by Margaret that there was something wrong with the way I spoke and I needed to watch that. She would sometimes pull my blouse higher over my chest and say, don't show your cleavage. I was always dressed appropriately. Myself and the receptionist were told we had to wear stockings over the summer months no matter how hot it was. The receptionist, being a temp, was not afraid to tell her that she will not wear stockings. Margaret acquiesced over this issue. We asked her why should we wear stockings, her reply was that the "boys hated looking at white legs" But I persevered hoping the longer I stayed there, they would "trust" my work. But it got worse, not better. By April of this year (2013) my confidence started to erode and I developed a nervous twitch in my left eye, along with shaking and stuttering every time Margaret stood in front of me.

At this time, staff fraternization was also secretly scrutinized unbeknown to us, as another staff member let the cat out of the bag that Jerry was 'being followed' by him - so that he can report back to Margaret. Both the receptionist and I were appalled and became very wary and nervous about our movements even though we did nothing wrong other than to be friendly with Jerry. During this time another ex staff mem-

ber rejoined the company again, but she left after three days. She told me she could not stay in an environment where it would make her "sick." I asked her why did she come back and she replied she thought they would have changed their attitudes but, alas, they had not. I must also point out that I remained on friendly terms with previous staff and met with them once a month for dinner. As I was in a difficult position, office politics were not discussed as I felt a certain loyalty toward Margaret. I also informed Margaret that I occasionally met the girls. I was honest with her. As we were heading in to April, it became apparent the tensions in the office were at an all time high regarding Jerry and his under-achievements. My relationship with Margaret and Barry were also deteriorating. They did not like that I had a friendship with Jerry. Their attitude toward me changed, became secretive and cold.

My confidence became eroded, I started to stutter when she would question me and often times cried. I became a mess. I took 3 days leave and returned on the 22nd April to an environment which was worsening in terms of the Jerry issue. Also I brought to her attention Barry's constant clicking of his figures when angry or agitated, and his slamming of things on his

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desk. I explained to her that we are a small office and he is disruptive and unsettles us. Lately he has been getting worse, especially towards me as it is affecting my concentration. Her response: "he pays your salary, he won't change, get used to it." I replied, "Margaret, it's wearing me down" then I went on to say " I am a submissive employee, who never talks back,

'BULLY' TACTICS...

THE WORKPLACE BULLY WILL CONSTANTLY CREATE 'TENSIONS' BY PLAYING STAFF OFF AGAINST ONE ANOTHER. THEY WORK ON THE 'DIVIDE AND CONQUER' RULE. THE BULLY INGRATIATES (AKA 'SUCKS UP') TO 'HIGHER UPS' AS WELL AS THE 'TARGET'S' CO-WORKERS. THIS IS TO 'ISOLATE' THE TARGET FROM ANY SUPPORT. BEFORE THIS, THE BULLY WILL HAVE BEEN UNDERMINING THE TARGET'S WORK ETHIC & SKILLS.

'BULLY' TACTICS...

THE WORKPLACE BULLY IS WELL-VERSED IN MANIPULATING AND LYING. THEY FABRICATE 'UNDER-DIRECT THESE AT THE 'TARGET'. THESE CLAIMS HAVE NO VALIDITY. THEY ARE A 'TACTIC' USED BY A WORKPLACE BULLY TO CREATE A 'SMOKESCREEN' I.E. WHILE THE ATTENTION OF OTHER STAFF IS DIVERTED 'AWAY' FROM THE BULLY - THE BULLY'S INADEQUACY IS SHIELDED FROM 'DETECTION'.

SIGNS OF BULLYING...

- * OPPRESSIVE/UNHAPPY VIBE IN WORKPLACE: 'UNHAPPY' WORK ENVIRONMENTS ARE A SIGN OF UN-ADDRESSED BULLYING.
- * WORKPLACE BULLYING IS A SIGN OF SYSTEMIC FAILURE WITHIN THE ORGANISATION.
- * BULLIES 'BULLY' - TO HIDE THE FACT THEY LACK THE RIGHT SKILLS FOR THE JOB I.E. THEY'RE A 'FRAUD'. THE 'ACT' OF BULLYING IS NO MORE THAN A 'SMOKESCREEN' TO AVOID BEING 'DETECTED'.

questions, or interrupts so this thing with Barry is wearing me down". She brushed it off. Also around this time Barry told me he does not "trust" me. It started because, in his view, I addressed a letter exactly as it said on the invoice. That is, I included the DX number. He wanted it removed because it "pertains to a law firm". I said to him it is just another ways of addressing an envelope. He said no, it belongs to a law firm, then I said Barry trust me its just another way. That's when he said "Well, I DON'T trust you, so delete it." He is forgetful, he cannot remember where he puts things. He had me looking for a 11/12 financial year payroll. The whole year was missing and I kept insisting that he had given it to his external accountant. He said NO, there is no reason why he would do that. I said Barry you have given him all the cheque books and various other docs, therefore it makes sense. Ring him. He said NO. He told me to turn the whole office upside down until I found it. Next thing you know after three days of looking, the file appeared on my desk. HIS accountant had it!!!! I went to Margaret and told her his accountant had it, I wish he would listen for once, but if this happens again I will use my initiative and ring myself. She said "I wouldn't do that if I were you".

As the situation was deteriorating, Jerry started to display extreme agitation towards them and often remarked to me how much he loathed them, to which I would ask him the question...."then why don't you leave". He also confided in me that Margaret had given him a list during his review on the things they were unhappy with. In Jerry's view many of these had no relevance to his performance, were childish, immature and vindictive. He was fuming and wanted to sound off. He did. Again I said to him, he needed to go if it was going to cause this much angst. Margaret also started to display questionable behaviours towards me, often saying "you have a close relationship with him, I know you do". At one point during a meeting with her she again said it, and asked me to find out for her why he disliked her. I did not do that. I do not tattle on staff in regards to things like that. She would give me tasks to do and because I did not follow her instructions to the letter, she

became upset and storm into the ladies, leaving me standing there feeling I had made monumental errors.

One day at the end of April Jerry came into the office then left at lunchtime. He rang the office in the afternoon citing some reason to which Margaret and the remaining staff did not believe. Anger was now rife. You could say that work stopped. I tried to stay out of it. I had my own issues. During this time all his personal belongings were still at his desk.

The following morning I came in and noticed his desk was cleared. I automatically thought that Margaret had wiped it clean of his presence, then I noticed a lock smith changing the locks. I asked Margaret what was going on, she announced to me that Jerry had come in at 11:30pm the previous night, cleared his desk and wiped his computer clean. Again she asked me if I knew anything about is I said no. I was shocked and angry at Jerry for going about this in such a fashion. While he was "confiding" in me it was obvious he only chose to tell me select things to which I can only be grateful for. The less I knew the better. But it was not to be. One is guilty by association and all the staff along with Margaret and Barry have deemed me a traitor and withholding information from them and betrayer. I must also point out that for the whole time during my employment with them, mobile phones are permitted on the premises. All the consultants use theirs constantly for personal reasons, often times leaving the office to take personal calls. I have rarely done that. I have mine by me in case of emergency that being my elderly mother who does not want to ring reception due to her lack of English but prefers to call me directly. And her doctors ringing me and I use it to receive and send texts to my children. I was told by Margaret that I was not to bring my mobile phone into the office. But I kept it by my side for the above reasons of which she knew as I said to her that I would not use my mobile - but have it with me in case of emergency. During the morning meeting in early May, Elli announced that Jerry had fraudulently made a placement. He had used a client and a contact from his own database who was no longer there and pretended to place a candidate. I was shocked.

Where there's a lack of

respect

in the workplace - you'll find workplace bullying!

She also said that he had entered the office late the night before, cleared his desk and wiped his computer clean. She had our IT person retrieve everything. This was another shock to me.

Later that morning, I received a personal text. Unbeknown to me I was kept a close eye on by a certain staff member, who immediately informed Margaret that I was texting. She rushed to my desk, boxed me in, and demanded in a threatening voice: "What have I told you, who are you texting?" all while attempting to look at my mobile. I became petrified at her hostile manner and started to cower. I somehow replied " my husband", who was concerned with what was happening. She then quickly told me to get up and come into the boardroom. I was shaking at this point. I cannot begin to describe the fear I was feeling. She shut the door behind us and proceeded to ask questions about my relationship with Jerry. She said: She feels our " relationship has changed" and it has something to do with me. She feels it cannot go back to what it was. Then she went on: "I'm giving you a chance to tell me what you know, because if you have something to tell me and you don't there will be implications for you".

I was cowering in my chair wringing my hands together in fear and trying not to fall apart. Again she asked the question, and when I could not answer she continued grilling me. She continued by saying that she would involve the Police and again, if I had any information to tell her and withheld it, there would be implications for me. Then out of left field she said this: " Also, I know that you see the ex staff and I'm not happy about that and there will be implications for you there as well if you continue to see them". I replied by saying, I have cancelled on the last two outings with them. It is clear to me now that she was threatening me. She continued:

"I want to know who you were texting and why you were using your mobile after what I told you." What could I say? I said to her....." Why am I the only one not allowed to use my phone when it is clear that the rest of the staff use theirs constantly and in full view of you?" She replied by saying she would address that at the appropriate time.

She continued hammering me, asking another question as to why I have changed over the last couple of weeks thinking perhaps I was in cahoots with Jerry I decided to tell her. " it has nothing to do with Jerry, it's you and how you treat me, the constant control, battering, the way you make me feel stupid and useless. Everything I do now is wrong, everything" She did not expect that and tried to backtrack saying that she does give me work/letters/emails to do. I replied saying no you don't Margaret, they are always drafted to you and you change everything I do, everything. To which she replied.... I believe in

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you enough to ask you to draft them for me." I replied "I am 52 years old and have worked with CEO's in autonomous roles, yet you think I cannot even write one little sentence without you changing it. Why did you hire me then? You spend all your time supervising me, while the business is going down hill". She did not like that. She became more hostile. When she saw that I had no information to give her she then let me go with a parting shot: Either you are with me or not! I did not try anymore. I am exhausted, emotionally battered by these people. I had no confidence left. She continued in the manner, often time trying to trap me, surprising me with accusations to see how I would react.

Heading toward the middle of May I took a day off as sick leave as I had a slight kidney infection and I also needed to consult with a lawyer to see what my rights were due to the intimidation and bullying I was now experiencing. I also saw my doctor and told him everything, he is very concerned that the environment that I am in is impacting on my mental health. I have depression and he was worried about me. During this day Margaret sent me a text message asking where Jerry's invoice (for the fraudulent placement he made) is as it's not in the bottom drawer. I said, "no it wasn't, but I figured you took it to put it with the file". She said no. I have kept the texts.

The following day I came in and noticed a staff member and Margaret huddled around the drawer where the purple invoices are kept. They both then got up very quickly. It was very curious. Why would the two of them be huddling over the drawer? Then Margaret announced to me that Jerry's invoice is in the drawer. Why did I miss it? I got confused and scared. I am always scared of her as I feel she is testing me. I went to the drawer and rifled through it, and found the invoice in question. She was looking at me closely. I said to her, "well I must have missed it, but how did you miss it? You never make mis-

takes". She did not reply but just went back to her desk. I did not like this. Something is up.

Later that morning that particular staff member informed me, under the guise of concern for my personal well being, that it is best that I confide in Margaret what the things Jerry and I spoke about, even if it is simple gossip. He said: "Nicole, the matter with Jerry WILL be going to court and it is in your best interest that you confide in Margaret and tell her everything you know. If you don't she will not be able to protect you. You will be subpoenaed and Michael (lawyer) is ruthless, he will rip you to shreds, so if you don't tell Margaret, she will not be able to help you." I started to cry. At this point I was just shattered. I started to shake then told him " why are you doing this? I have nothing to do with Jerry and what he did. He would not tell me that sort of thing, who does that? I'm not well due to all this stress and I'm feeling suicidal and I have reported you all to my doctor and I have nothing to say and if you continue with this I will seek my own counsel."

He took a step back but persisted with: "But Nicole i saw the both of you walk out of a restaurant, you went one way, he another way, he came into the office, then you came in 5 minutes later. That is suspicious behavior, I had to report it to Margaret. Jerry is a bad person, he came in yesterday....look he is bad so you need to know this." Oh my god! What is this? I just cannot believe this. They are now spying on me and misconstruing every innocent little thing. I cannot even remember this occasion, therefore I cannot defend myself, and there could be so many reasons.

I continued to say to him through my tears and fear: " Under no circumstances are they to involve me in their staff squabbles. It is not my responsibility if a "rogue" employee slipped through the cracks because Margaret did not follow due diligence correctly. It is her responsibility to ensure that these things would

not happen. I am not strong enough to cope with confrontations, and for the last 10 months I have watched staff come and go, the front door becoming a "revolving" door that never stopped. And I now have to question why staff don't stay. That I will obtain my own legal counsel. That because of them, I feel suicidal and that I have reported them to my doctor. What is "everything?" The only thing Jerry bitched about was how much he loathed them. How do you tell someone they are loathed? I can't do it. He backtracked by saying, I am doing a good job that they need me here and that I should just continue with the good work and look after myself. All the staff that have left, have left over stressful and worrying circumstances." He panicked, went back to his desk red faced and showed only false concern for me the rest of that day.

The next morning Margaret approached me with a decidedly different approach. She began to tell me the events of Jerry's visit on my day off and the confrontation that occurred stating quite categorically his nastiness. Again she said that I have a "close relationship" with him. I responded by saying., " what are you assuming/ inferring?" she has said on a number of occasions using that term. To me he was a colleague that I got on well with as I get on well with the others. Then she said that he tried to record the meeting by turning his iPad on. She asked him to put it away. She then stated that he had told her that he had recorded conversations with everyone including me. I nearly started to laugh but responded by saying that is illegal and in admissible in court. And anyway I have not given away any company secrets. Her response was "haven't you? We'll see about that." A few more things were said but we stopped as the receptionist arrived. I wanted to continue the conversation to clear the air, so we went into the board room.

In this meeting she began to say that she cannot understand what she has done to the staff that have left on bad terms. She had provided them with opportunities, and her office procedures must be followed, after all it is her business and her livelihood, including mine (pointing her figure at me). She named each staff member that left starting with Sharon stating that she "stole", Dianne - "don't know what was wrong with her", Julie wanted to work with "young people" and Vera wanted more "money". and that she 'wished" Amy had accepted her offer of my position before me. That made me feel like shit.

I cannot remember word for word as I am battered beyond my endurance and traumatized by her intimidation and her dragging me into the middle of this issue. She went on and on making out that she is the victim. I ventured an opinion as to why this is happening to her and told her that Jerry did not like to be controlled by her. She went on and on about her being a "woman in power and a successful woman at that" and that's

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why he couldn't take it. I just sat there.

Then she said I have failed in my role as admin manager. I was stunned and speechless. Is it because I don't "dob" people in that gossip? If it has something to do with work related issues I bring them to her attention as I have done numerous times even about Jerry. But I won't pass gossip on. It is destructive and I am diplomatic. My years of experience has taught me that. Does she want me to tell her what her staff say? That would surprise her as her "mole" (the other staff member) is the biggest gossiper I have met and he has created and fed the atmosphere of discontent in the office by discussing issues that staff, present and past, that have occurred. That is a big No No. And by me passing on that kind information would only create huge trouble. A good manager does not create situations like that. I never have and I never will. I stay under the radar. She has told ME not to gossip. Barry stares at the admin staff including myself when we chat and runs to Margaret and tells her. It is stressful as "chatting" is deemed as "gossip". We cannot win. Dreadful, dreadful, oppressive atmosphere.

She also said she couldn't understand why I was drawn in by Jerry saying that "is it because he is a man?" I also told her that I befriended him just like the girls. She couldn't grasp why I would "befriend" people. She also couldn't understand temp staff's apparent "betrayal" by not accepting a perm position with us. Again she carried on about "I give opportunities" etc. She also informed me that she is writing everything I say down. At this point I decided to tell her the staff member's underlying threat to me about the matter going to court, subpoenaed and their lawyer ripping me to shreds. She freaked out but did not deny it only saying that he is only trying to help but goes about it the wrong way, oftentimes making things worse. I asked her to stop doing this to me as I have reported the situation to my doctor and I am sick, she replied she is sick too. It always came back to her, she is the victim. I just let her continue making assumptions and drawing her own wrong conclusions about me. It is now apparent to me that she is withholding the daily tasks that pertain to my job. She is also keeping information/outcomes from issues that I should know about. Her apparent undermining of my position is extremely unfair and may have implications for me.

I don't trust her, she is a frightening, tenacious sociopathic bully that will stop at nothing to get revenge.

I met with that staff member who threatened me at the café as is our usual morning ritual. I felt deeply that I wanted him to know how I felt about the destructive goings on at the office. I stated by saying: I believe the issue with the purple invoice

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was a trap set up for me to try and catch me. (On what I don't know). I did catch the two of them kneeling and huddled over the bottom drawer where the purple invoices are kept. He said: young lady, you are wrong about that. I told him that she is bullying me, and cited where she "boxed" me in my seat and demanded who I was texting. I also mentioned to him that she would not have known I was texting if somebody hadn't doxed me in. He didn't show any emotion. Asked him what she is inferring to when she continually accuses me of "having a close relationship" with Jerry. He did not respond. Further, I asked him "how does she know, is she spying on me, following me?" Told him that she better stop intimidating and bullying me because if I get drawn into this, a "can of worms" will be opened. That she needs to "calm down" and "increase her medication" so that she can get on with the job of trying to build up a "decaying" business and to stop wasting her time with revenge and hurting me in the process. He went and told Margaret. Her tactics towards me changed.

Margaret has now decided to give some of my work to the new "receptionist", that being the TRs which are my favorite part of my job. She asked me to make a phone call and in the middle of it interrupted me to tell me how I should speak and what I should say. I gently informed her that I was about to do that. She is using adverse actions to diminish my position. I know she will cite that I make many errors. I can only say that her constant controlling manner and my lack of using my mind and skills have caused me to lose all confidence in myself. She has battered it out of me.

I was asked to change passwords on my career and seek. I noticed some account discrepancies and the fact we stayed logged in even when we logged out, and brought it to her atten-

tion. I was in the process of investigating it by ringing our account manager at 'My Career' but went to have my lunch. When I got back she had taken over the issue and was explaining the problem to another consultant at his pc. I interrupted her to put forth my explanation, when she yelled at me saying to stop interrupting her. I went to my desk to mind my own business humiliated by her attitude.

The account manager from 'My Career' came in for a meeting, while waiting for her he told me the issues with our account were solved. I was stunned, as no one had mentioned this to me. As admin manager I had a right to know. Again I felt humiliated in front of him and undermined. I started to cry from the sheer victimization I am feeling from her. She is making it obvious that she is diminishing my work and giving it to the receptionist under the guise of her having nothing to do. She has given me menial tasks to do like reorganizing her filing. How dare she. This is what she has reduced me to so she can teach me a lesson.

Also after her changing the locks I have not been given a front door key. I am very angry about that. The "receptionist" has also changed forms. I have not been consultant or asked for my input. They were done and i found out about it in a humili-

ating way. Never during my whole time there have I been allowed to change anything. In fact Margaret has constantly drummed into me that all docs and procedures are fine the way they are and should not be altered. They are her rules.

If I have failed in my duties, she has not told me nor has she put anything in writing to me. Instead she has chosen to undermine me, humiliate me, belittle me, bully me, intimidate me, and now with this whole Jerry issue, has deemed that I am guilty along with him purely based on assumptions and allegations. I consider myself to be an excellent employee. I have always conducted myself with dignity and decorum. I consider that they have crossed the line by excessively focusing on me which resulted in me developing an acute anxiety and fear within the workplace."If I have failed in my duties, she has not told me nor has she put anything in writing to me. Instead she has chosen to undermine me, humiliate me, belittle me, bully me, intimidate me, and now with this whole Jerry issue, has deemed that I am guilty along with him purely based on assumptions and allegations. I consider myself to be an excellent employee. I have always conducted myself with dignity and decorum. I consider that they have crossed the line by excessively focusing on me which resulted in me developing an acute anxiety and fear within the workplace."



NOTE: The workplace bullying stories on this website have been pre-approved by their authors for use by news and other outlets. Since workplace bullying invariably causes a great deal of emotional stress and trauma to workplace bully 'targets' - Know Bull! requests *and* appreciates that information gleaned from submitted stories, for the purpose of publishing elsewhere, be treated with the utmost integrity, including retaining the original 'intent' and context of the information provided by the authors.

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ANTI-BULLYING...BY DESIGN

Photo by Chris Delgado