

# EXAMPLES OF WORKPLACE MISCONDUCT



**CONTENT WARNING:** Please note that some of this content may be difficult to read as it goes over harmful behavior in the workplace.

Type	Examples
Derogatory name calling	Taunting, shouting or swearing at someone, and other verbal abuse.
Written or graphic materials	Written or graphic materials that humiliate a City employee, or show aggression or hatred, via electronic or physical bulletin boards, cyberbullying, email.
Rumors	Spreading malicious rumors about another City employee.
Inappropriate joking	Making or circulating a joke or jokes that are humiliating, demeaning, or belittling to another City employee.
Threats	Threatening harm to another or other conduct covered by <a href="#">Personnel Rule 8.1.J(2-4)</a> .
Harmful patterns	Patterns that harm a person or group of people and are not a reasonable action taken by a person or management representative relating to the business needs of the workplace.