Bullying, Harassment, and Respect in the Workplace Fatality File

Ongoing Disrespect Leads to Staff Departure

In a childcare program, several educators reported ongoing dismissive behaviour from a senior staff member. Concerns were raised informally but not documented or escalated. Over time, two staff members left the program, citing stress and lack of support.

A later review found that early documentation and intervention could have prevented escalation and staff turnover. The organization updated its reporting process and reinforced expectations around respectful communication.

The incident demonstrated how unaddressed low-level behaviour can cause lasting organizational harm.