“Adult cyberbullying in the workplace can be more subtle, but is equally distressing. The outcomes are often the same – to humble, undermine and distress the person being targeted.”

DAV RABIECK
Co-founder of anti-cyberbullying charity
The Cybersmile Foundation

THE LAW & CYBER BULLYING

The law is still catching up with cyber crime including cyber bullying, but it is possible for Irish employers to discipline employees and even fire them for their behaviour and activities outside of work.

WHAT CAN THE HSE DO IF YOU ARE SUBJECT TO CYBER BULLYING?

a) There are two policies we can refer to:
   - HSE Dignity at Work Policy
   - Grievance Procedure

b) We can seek the advice of our legal team
c) If there are threats made online we can seek the assistance of An Garda Síochána

WHEN?

When to report cyber bullying to the HSE?

- If content is published about you that is untrue or defamatory
- If personal work information is shared online that identifies you or service users
- If you are subjected to sustained trolling

HOW?

How to report cyber bullying to the HSE?

- Bring your complaint to your line manager
- Show him/her evidence of your complaint
- Review the HSE’s Social Media Notice and Takedown Booklet

EXISTING IRL LAW

Existing Irish law has been used to criminally convict persons of different types of cyber bullying.

Frapping/ Conviction, Donegal Circuit Court, Criminal Damage Act 1991
Delegation on Facebook Conviction, Donegal Circuit Court
Protection of Employees in the Workplace, Videography & Photography, Data Protection Act
Policing Example of Suspension of Police Officers because of misuse of social media in the workplace

Twitter
You can report directly from an individual Tweet or profile for certain violations, including: spam, abusive or harmful content, impersonation.

Facebook
The best way to report abusive content or spam on Facebook is by using the Report link that appears near the content itself.

YouTube
If you have an issue with content on YouTube, flag the content and submit a report via the YouTube Reporting and Enforcement Center.

Google
If you want to remove a photo, profile link, or webpage from Google Search results, you usually need to ask the website owner (webmaster) to remove the information.

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