



When An Employee Has Been Accused of a Workplace Psychological Hazard - A Trauma-Informed Guide for Employers and Respondents

If You Are Reading This

Being accused of workplace bullying, harassment, discrimination, racism, retaliation, or another workplace psychological hazard can be one of the most stressful experiences of a person's career. Whether the allegations are substantiated, unsubstantiated, or determined to be malicious, it is common to experience fear, confusion, anger, shame, uncertainty, or isolation.

These situations are often highly complex. They involve legal, organizational, emotional, and interpersonal factors that can be difficult to navigate without guidance. Every situation is unique and deserves to be understood within its own context.

Meaningful learning, accountability, and positive change are most likely to occur when individuals have access to a respectful, confidential, and judgment-free environment where they feel psychologically safe enough to ask questions, reflect honestly, develop new skills, and work through the complexities of their situation.

For more than 16 years, I have worked with individuals referred to by employers, unions, legal counsel, and organizations, as well as those who have sought support independently. My role is not to judge or determine guilt or innocence, but to provide education, coaching, counselling when appropriate, and trauma-informed guidance that supports fairness, accountability, professional growth, and psychological wellbeing.

Every Situation Is Different

- You have been named in a workplace investigation.
- The allegations have been substantiated.
- The allegations have not been substantiated.
- You believe you have been falsely or maliciously accused.
- Your employer has required you to participate in education or coaching.
- You genuinely want to understand what happened and move forward.

Understanding Common Workplace Psychological Hazards

- **Harassment:** Repeated or serious unwelcome conduct that creates an intimidating, hostile, or offensive work environment.
- **Bullying:** Persistent health-harming mistreatment through intimidation, humiliation, exclusion, or abuse.
- **Mobbing:** A coordinated pattern where a group targets one individual.
- **Discrimination:** Unfair treatment based on a protected characteristic under human rights legislation.

- **Racism:** Prejudice, stereotyping, or discriminatory behaviour based on race or ethnicity.
- **Lateral Violence:** Repeated harmful behaviour occurring between peers.

How I Work With Respondents

Most individuals are referred to by their employer on a mandatory basis following workplace concerns or the conclusion of an investigation. Others contact me voluntarily because they want to better understand what happened or prepare for the process ahead.

Whether you are an employer, leader, HR, or the employee accused, we will begin with a confidential Zoom or Microsoft Teams meeting to review the unique circumstances of the case(s), role(s), the expectations placed upon the accused employee, and the supports that may be helpful. Every situation is different, and no assumptions are made about the outcome before understanding the full context.

What We May Work On Together

- Understanding investigation findings and workplace expectations.
- Reviewing legislation, organizational policies, and psychological safety principles.
- Developing respectful communication and conflict resolution skills.
- Identifying patterns, themes, motivation level, and potential barriers or strengths for change.
- Leadership coaching and emotional regulation.
- Working through difficult emotions such as shame, anger, fear, grief, or uncertainty.
- Creating a meaningful behaviour change plan where appropriate.
- Rebuilding confidence and professional relationships.

Experience You Can Trust

I have specialized in workplace psychological injury, workplace bullying, harassment, discrimination, racism, investigations, leadership, and psychological safety. As a Registered Social Worker with 39 years of professional experience, trauma therapist, educator, consultant, and recognized subject matter expert, I bring multiple perspectives to these highly complex situations.

I have worked with many individuals who have been accused in workplace processes. These cases are rarely simple. Regardless of the outcome of an investigation, people often need education, coaching, counselling when appropriate, and a safe place to process what has happened and determine how to move forward.

Remember

Seeking support is an opportunity to understand the process, reflect on your experience, develop new skills where needed, and move forward with integrity. Meaningful change is possible. Professional growth is possible. Even in the most difficult workplace situations, people can learn, rebuild trust, and create positive change.

Contact Linda Crockett at LindaCrockettConsulting@gmail.com