

# Union of Saints

*How To Handle An Aggressor At Work*

## 1. Assess the Aggression

- **Types of aggression:** Verbal hostility, intimidation, undermining, exclusion, gossip, physical posturing, or more subtle harassment.
  - **Pattern vs. incident:** Is it a one-off bad day, or repeated behavior? Repetition matters for HR and legal remedies.
  - **Intent vs. impact:** Even if the aggressor claims they “didn’t mean it,” the *impact on you* is what counts in workplace policy.
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## 2. Respond in the Moment (If Safe)

- Stay calm, control tone. Don’t mirror aggression.
  - Use clear, neutral language to set boundaries:
    - *“I don’t appreciate being spoken to this way.”*
    - *“Let’s stay professional and focus on the task.”*
  - If escalation seems likely, disengage instead of pushing back right there.
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## 3. Document Everything

- Keep a dated log: what was said/done, when, where, witnesses.
  - Save emails, messages, or any written record.
  - This becomes crucial if HR or legal action is needed.
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## 4. Escalate Through Workplace Channels

- **HR / Supervisor:** Most companies require reporting harassment or aggression.
  - **Formal complaint:** Many workplaces have anti-harassment or anti-bullying policies that protect you.
  - **Legal protections:** If aggression is tied to race, gender, age, disability, or other protected traits, it can fall under discrimination law (e.g., Title VII in the U.S.).
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## 5. Protect Your Role and Reputation

- Keep professionalism high, even if they don't.
  - Avoid engaging in gossip or counterattacks.
  - If others are witnessing the behavior, quietly enlist allies who can corroborate events if needed.
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## 6. Safety First

- If aggression escalates into threats or physical intimidation, involve security or law enforcement.
  - You never have to tolerate threats in the workplace.
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## 7. Long-Term Strategies

- **Conflict resolution:** Some workplaces offer mediation. This can work if the aggression is low-level but chronic.
  - **HR follow-through:** Insist on written outcomes of complaints.
  - **Mental health:** Aggression at work is draining; counseling or employee assistance programs can help.
  - **Exit planning:** In cases where leadership tolerates or ignores aggression, sometimes the healthiest option is planning a transition out.
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### Key Principle:

You are not responsible for “fixing” an aggressor’s behavior. ***Your responsibility is to protect your wellbeing and career by documenting, reporting, and maintaining professionalism while the organization enforces its obligations.***

Union of Saints can help you document your case and serve as your witness, though we are legal advocates, we cannot offer legal advice at this time, however, for a small donation, we **can** offer pastoral counseling.