

Serious Grievance Email for Bullying and Intimidation

Subject: URGENT - Formal Grievance: Workplace Bullying

Dear [HR Director/Senior Management],

I am filing an urgent formal grievance against [Manager's Name] for persistent bullying and intimidation that has made my work environment unbearable.

The bullying behaviors include: public humiliation during team meetings, shouting and aggressive behavior, undermining my work in front of colleagues, setting impossible deadlines while withholding necessary resources, and making threatening remarks about my job security.

Specific incidents include:

- [Date]: [Detailed description of incident, location, witnesses]
- [Date]: [Detailed description of incident, location, witnesses]
- [Date]: [Detailed description of incident, location, witnesses]

This systematic pattern of behavior has caused me severe stress, anxiety, and has affected my health. I have [sought medical attention/taken sick leave/experienced sleep problems] as a direct result of this treatment.

I have kept contemporaneous notes of all incidents, saved relevant emails and messages, and have identified colleagues who have witnessed this behavior and are willing to provide statements.

This conduct violates the company's dignity at work policy and anti-bullying procedures. I am requesting immediate intervention, including temporary reporting structure changes while this matter is investigated, to ensure my safety and well-being.

I need a response within 48 hours acknowledging this grievance and outlining the immediate steps that will be taken.

Urgently,

[Your Name]

[Position/Department]

[Date]

[Contact Number]

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