



WORKPLACE BULLYING



WHAT IS WORKPLACE BULLYING?

REPEATED, HEALTH-HARMING MISTREATMENT, INCLUDING:

- VERBAL ABUSE
- THREATENING, HUMILIATING OR OFFENSIVE BEHAVIORS OR ACTIONS
- WORK INTERFERENCE OR SABOTAGE

WHO IS THE BULLY AT WORK?

- STRANGERS- (GANGS, GENERAL PUBLIC)
- CUSTOMERS, CLIENTS, PATIENTS, INMATES, STUDENTS
- MANAGERS, CO-WORKERS
- LOVED ONES OR FORMER LOVED ONES
- ORGANIZATIONS



WHAT DOES BULLYING LOOK LIKE?

SABOTAGE

- MAKING FALSE ACCUSATION OF MISTAKES
- TAKING CREDIT FOR WORK DONE BY OTHERS
- MAKING UP RULES ON THE SPOT
- LYING ABOUT AN INDIVIDUAL'S PERFORMANCE
- ASSIGNING IMPOSSIBLE TASKS
- GIVING UNREASONABLE DEADLINES
- ASSIGNING DANGEROUS OR UNDESIRABLE WORK
- KEPT IMPORTANT INFORMATION FROM WORKERS SO TASK CANNOT BE FINISHED CORRECTLY

HUMILIATION/HAZING

- NAME-CALLING
- SNICKERING OR LAUGHING AT SOMEONE
- MOCKING
- CONSTANT AND UNFOUNDED CRITICISM
- GLARING
- INSULTING
- SCREAMING AT SOMEONE
- REQUIRING UNDIGNIFIED TASKS OR TASKS THAT GO BEYOND
- INTIMIDATION
- NIT-PICKING
- PATRONIZATION

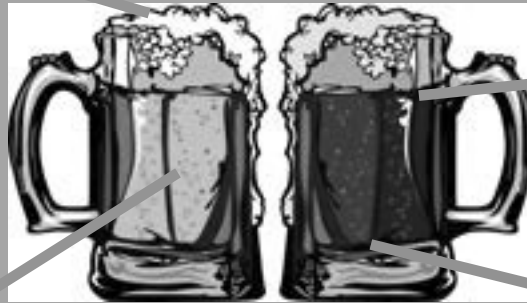
ISOLATION

- GANGING UP
- IGNORING
- SHUNNING
- SILENT TREATMENT
- STARTING RUMORS
- MOVING WORK AREA TO AN ISOLATED SPOT

BULLYING & THE WORKPLACE VIOLENCE LAW

MOST CASES OF WORKPLACE VIOLENCE BEGIN WITH BULLYING AND ESCALATE. WHEN HUMANS ARE PUT UNDER PRESSURE, EMOTIONS BUBBLE UP AND SPILL OVER JUST LIKE A SODA. UNFORTUNATELY, THE NEW YORK STATE WORKPLACE VIOLENCE LAW DOES NOT INCLUDE BULLYING. THE LAW BEGINS WHEN SOMEONE CROSSES THE LINE INTO AGGRESSIVE BEHAVIOR WHICH ARE ILLEGAL ACTS. BEST PRACTICES FOR PREVENTING WORKPLACE VIOLENCE INCLUDE WAYS TO ADDRESS AND PREVENT BULLYING.

**DEATH OR SERIOUS
PHYSICAL HARM**



PHYSICAL HARM

**AGGRESSIVE BEHAVIOR
(PUSHING, THREATS OF
PHYSICAL HARM, SEXUAL
ADVANCES, STALKING)**

BULLYING

WHAT CAN BE DONE?

SOLUTIONS FOR TARGETS

REALIZE THAT YOU ARE NOT THE SOURCE OF THE PROBLEM.

RECOGNIZE THAT BULLYING IS ABOUT CONTROL AND THEREFORE HAS NOTHING TO DO WITH YOUR PERFORMANCE.

IDENTIFY THE STRATEGIES THAT THE BULLY USES.

DOCUMENT EVERY INCIDENT WITH SPECIFICS INCLUDING DAY TIME, WHAT WAS SAID, WHERE IT WAS DONE AND WHO WAS PRESENT.

AVOID BEING ALONE WITH THE BULLY.

DO YOUR BEST TO NOT RETALIATE.

END THE CONVERSATION IF IT STARTS TO ESCALATE.

REACH OUT TO SOMEONE YOU TRUST.

HOW ACTIVISTS CAN HELP

SPEAK TO YOUR EMPLOYER ABOUT INCLUDING BULLYING IN YOUR WORKPLACE VIOLENCE PREVENTION PROGRAM.

ASK FOR A REPORTING SYSTEM WITH FOLLOW-THROUGH AND A SUPPORT SYSTEM FOR TARGETS.

ASK FOR MANAGERS TO RECEIVE TRAINING FOR COMMUNICATION SKILLS.

PROVIDE BULLYING AWARENESS TRAINING FOR ALL EMPLOYEES.

APPOINT A STEWARD (OR TWO) TO HANDLE BULLYING ISSUES.

PROVIDE DIVERSITY, CONFLICT RESOLUTION AND PEACEMAKING TRAINING.

UTILIZE EFFECTIVE LISTENING AND DOCUMENTATION SKILLS.