

The background features a stylized illustration of a workplace scene. On the left, a man in a dark shirt and pants stands with his head bowed, holding a briefcase. Next to him, a woman in a black dress holds a document, with two question marks floating above her head. In the center, a person sits at a desk with their hands covering their face, suggesting distress. The scene is set against a light green background with a clock and a doorway. A large white diamond shape with an orange border is overlaid on the right side of the image, containing the text 'Workplace Bullying'. The overall color palette consists of light green, orange, and dark green.

Workplace Bullying



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Current Research:

Workplace Bullying: See Me When You
See Yourself

http://famu.co1.qualtrics.com/jfe/form/SV_3P0rS0YrsyqB3pQ

Learning Objectives

- Understand workplace bullying
- Identify the victim, bully, and bystander
- U.S. Statistics
- Impact on health
- Organizational Impact
- Preventive strategies



Are You a victim of
workplace bullying?

Yes

No



<https://www.youtube.com/watch?v=ZV4gkk6wkO0>

Definitions

- Workplace bullying is defined as repeated unreasonable behavior directed toward a worker or group of workers, which causes, or has the potential to cause harm.
- A persistent and systematic pattern of aggression in the workplace, usually by a supervisor or peer with power, authority, or social clout.
- Bullying involves a perceived power imbalance and creates a hostile work environment.
- Bullies are opportunistic people who target individuals they perceive as threatening or whom they dislike for some reason.
- Workplace bullying could be considered a form of intentional infliction of emotional distress.

THREE TYPES OF WORKPLACE BULLYING

- Person-related bullying. Humiliation, tedious work, rumors, gossip, insulting or offensive statement, signs to resign, constant reminders of errors, being ignored or excluded, and more (Einarsen et al., 2009).
- Physical-related bullying. Identified as being yelled at, a target of intense anger, threatened, physical abuse, intimidation, shoving, finger pointing (Einarsen et al., 2009).
- Work-related bullying. Withholding of work that impact job performance, given tasks below your competence level, opinions ignored, given tasks with unreasonable deadlines, overly monitored, pressured not to take vacation/sick leave, excessive workload (Einarsen et al., 2009).

Bullying vs Harassment



- Workplace bullying is considered inappropriate and unacceptable behavior, but it is not prohibited by any federal or state law.
 - The victim could bring an action for negligent infliction of emotional distress, intentional infliction of emotion distress, or battery.
- Harassment is covered by Title VII of the Civil Rights Act. Harassment is illegal.

U.S. Statistics

- 67% of target lost jobs they loved when targeted for bullying
- Women bully women more than men
- 48.6 million (estimated) Americans are bullied at work
- 49% are bystander's and bullied
- 48% of the public finally realized the workplace is toxic and enabled abuse
- 60% American employers still reacted negatively when bullying is reported
- Top individual factor – bully's personality, 24%

Increased Risk from Remote Work

REMOTE WORKER BULLYING RATE ~ 43%

SOURCES
OF
BULLYING

50% in
Meetings

9% Email





August 7, 2020

**Puerto Rico Enacts
First Workplace Bullying Law in the
U.S.**

<https://workplacebullying.org/pr-hwb-2020/>

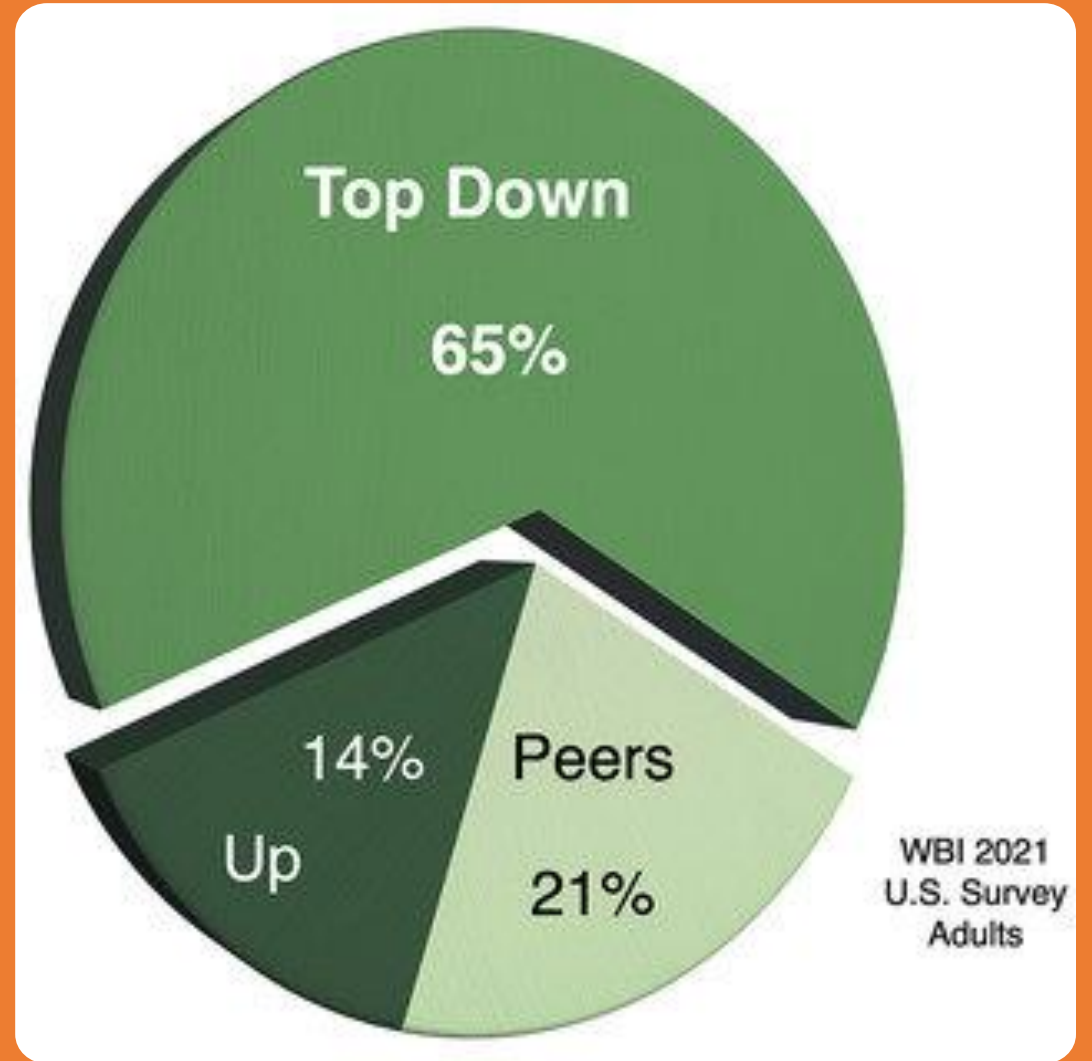


Scenario

Kevin works as a consultant. It is common for staff to spend their breaks in the lounge together. Everyone here discusses work and other issues. Kevin wants to join in, but the others dismiss him. He attempted to initiate talks with his coworkers, but they pretended he said nothing. Kevin is terrified of the breaks because he can't take being alone and alienated. He like his employment, particularly interacting with students, but he is considering resigning due to the frequent pauses.

Is this bullying? Why or why not?

Who Are The Bullies?



Why Leader's Bully

Lack of social skills

Intimidated/Feel threatened

Personality

Abuse of power

Lack confidence



Why Co-worker's Bully

Insecurity

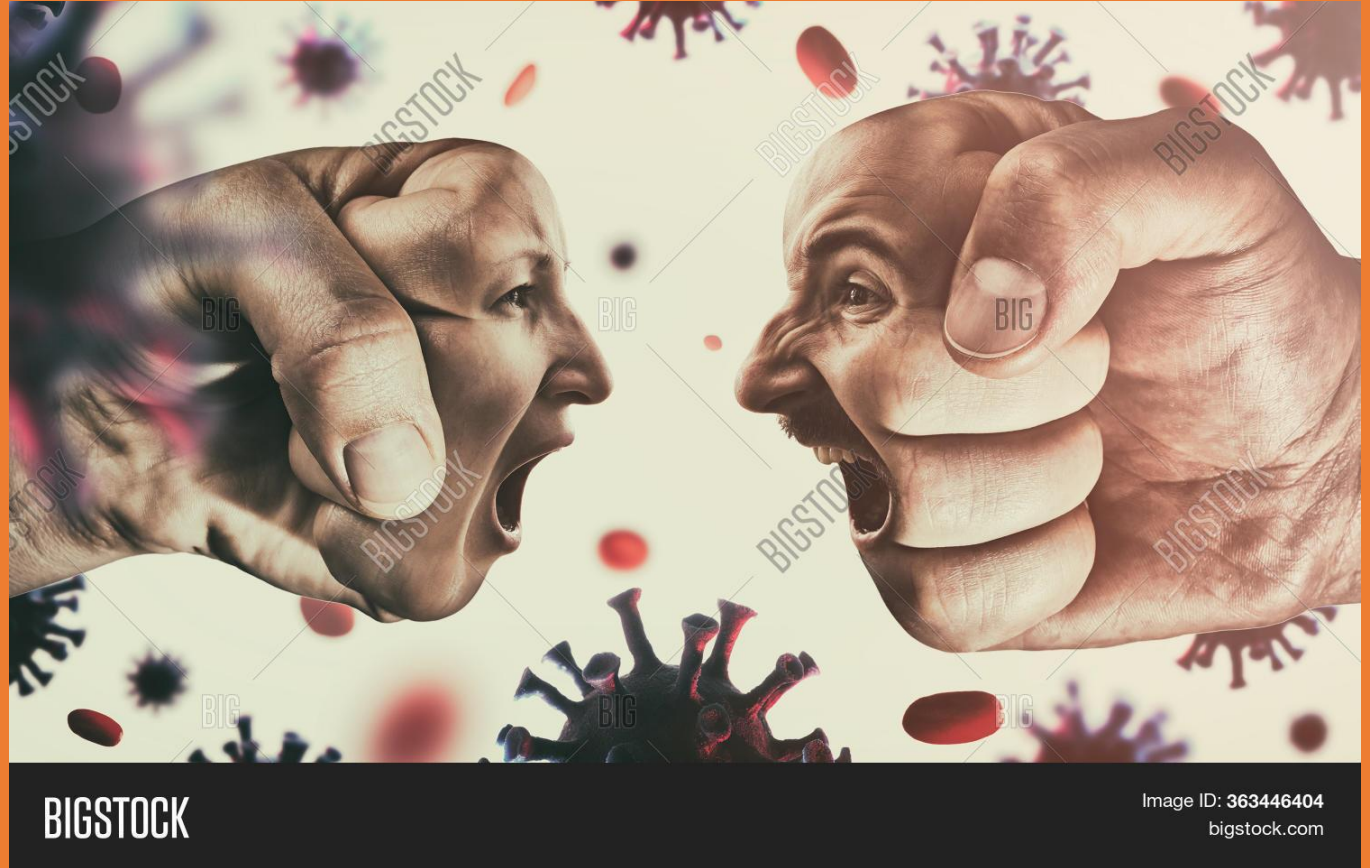
Lack of Accountability

Fear

Dominance

Lack confidence

Empowered



Impact on Employee

- Physical Health Symptoms
 - Emotional or Psychological
 - Social Status
 - Economic
 - Family
-



Impact on Health

Workplace bullying can cause physical and mental illness

- Depression, anxiety, decrease in confidence
- Headaches, backaches, sleep and digestive problems
- Suicide



Workplace Bullying Articles

California rail yard gunman was 'highly disgruntled' over work, police say.

<https://www.reuters.com/world/us/police-fbi-seek-motive-california-shooting-rampage-2021-05-27/>

In [Aurora, Illinois](#), an employee at a manufacturing plant killed five co-workers in February 2019

Bullying leads to fatal workplace shooting in Mich.

<https://www.ishn.com/articles/107889-bullying-leads-to-fatal-workplace-shooting-in-mich>

Workplace mass shootings are rare. Milwaukee rampage was the first of 2020.

<https://www.usatoday.com/story/news/nation/2020/02/27/milwaukee-shooting-molson-coors-workplace-mass-shootings-rare/4890864002/>

Workers' Comp Bars Claim That Bullying Led to Employee's Suicide

<https://www.shrm.org/resourcesandtools/legal-and-compliance/state-and-local-updates/pages/cal-workers-comp-bars-claim-that-bullying-led-to-suicide.aspx>

Impact to the *Organization*



Scenario

Mary, employed at ABC University was offered an opportunity for advancement by the Assistant Director for Marketing. Mary is married with children. She accepted the position, and her new role was great for the first six months. Soon, the Assistant Director started showing favoritism towards another employee (Jane). Jane, less experienced was given duties that would assist with advancement. Mary, asked for the same opportunities but was given demeaning tasks and not offered any professional development opportunities. In meetings, as the Assistant Director made announcements, it appeared as though Jane was aware of the updates and took part in those changes. Mary, had to catch up. Mary, is stressed, doesn't feel like she's a part of the team and has anxiety about her job.

Is this bullying? Why or why not?

Change the Cycle

- Establish policies and procedures
- Enforce consequences
- Listen to the victim's
- Provide on-going training
- Discuss how reports will be handled and how to provide evidence



Quote

“Bullying” is the sexual harassment of 20 years ago; everybody knows about it, but nobody wants to admit it.

by

Lewis L. Maltby President, National Workrights Institute

It's not a matter of "If"

"When" you hear
something

"When" you see
something

Will you be ready to
DO SOMETHING?



