

# Workplace Bullying:

## The Need For Policies to Build Peace in the Workplace

Presenter

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# WHAT WE WILL COVER

- What is workplace bullying?
- What does workplace bullying looks like?
- Common definitions of bullying
- Merry Go Round bullying
- The cost to organizations
- Why doesn't upper-management do something?
- Bystanders to Bullying
- Developing effective Policies

# WORKPLACE BULLYING

Persistent and repeated abusive, threatening, humiliating, or intimidating behaviors by one or more perpetrators



# WHAT WORKPLACE BULLYING LOOKS LIKE

- ⦿ Repeated Harmful Remarks, Intimidation, Ostracizing, Spreading Rumors
- ⦿ Pushing, Shoving, Tripping a person
- ⦿ Assigned hard task which are unable to be completed
- ⦿ Sabotaging work
- ⦿ Imbalance of Power

# DEFINITIONS OF BULLYING

- ◉ Unwanted aggressive behaviors
- ◉ Intentional and Repeated abusive behaviors that happen over time
- ◉ When an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond. (National Centre Against Bullying, 2017)

# MERRY GO ROUND BULLYING



# COST TO ORGANIZATIONS

- ⦿ Cost Organization billions of dollars.
- ⦿ Employee Turnover
- ⦿ Lost Opportunity Cost
- ⦿ Litigation & Settlements
- ⦿ Absenteeism & Presenteeism
- ⦿ Workers Comp & Disability Insurance Claims  
(Workplace Bullying Institute, 2017)

# WHY DOESN'T UPPER MANAGEMENT DO SOMETHING

1. Unable to define bullying
2. Bully may be a high performer
3. Not reported
4. No anti-bullying legislation
5. May work for the bully
6. Sabotage/theft/damage
7. Interrupted workflow
8. Health cost
9. No organizational policies against bullying





# BYSTANDERS TO BULLYING



**The Bystander Effect** - Psychological phenomenon in which witnesses are less likely to help in the presence of others.

**Witnesses/NFL Locker Room-Jonathan Martin**

**Witnesses/Kitty Genovese**

# DEVELOPING POLICIES

- Develop Anti-Bullying Policies
  - Develop reporting procedures
  - Enforce Policies
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- Group work on developing policies
  - Discuss group policies



# References

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