Workplace Bullying:
The Need For Policies to Build Peace in the Workplace

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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)
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
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

- Group work on developing polices
- Discuss group policies
References

Websites:
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