



Calling ALL

BPW State Federations

to unite  
in a grassroots campaign  
to address

WORKPLACE

BULLYING

in your state...

until ALL workers  
are protected  
from ALL forms  
of harassment



## The Workplace Bullying Institute

defines bullying as:

The repeated, health-impairing mistreatment of a target by one or more cruel perpetrators...

...driven by the bully's need for power & control



## a review of workplace protections

1964

The Civil Rights Act...Title VII  
Workers protected from employment discrimination  
if based on faith, sex or ethnicity

1977

Sexual Harassment  
Quid Pro Quo is added to Civil Rights Act

1986

The Civil Rights Act is further amended to include  
hostile work environment sexual harassment



2005

California Supreme Court ruled that witnessing a coworkers' sexual harassment can justify a claim for hostile work environment

2006

Workers are not protected by federal or state laws from hostile work environment stemming from general harassment a.k.a. bullying



# Bullying behaviors

verbal abuse

work sabotage

humiliation

intimidation

degradation



## top bullying tactics

- blame for errors...criticize work ability
  - discount accomplishments
  - inconsistent application of rules
    - insults...social exclusion
    - stealing credit for target's work
- threats of job loss...unreasonable demands
- withholding resources...yelling & screaming



# Bullying Harms Business

- Driving up the cost of doing business, leading to
  - Increased accidents and absenteeism
  - Lower morale and productivity
  - Higher turnover/training costs
  - Litigation, workers compensation claims
  - Loss of corporate image in community



# Bullying Harms Workers

- Bullying causes
  - stress-related illness
  - anxiety, depression, PTSD
- Financial loss
- Stalls or ends careers



## bullying

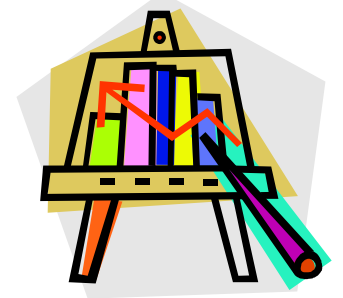
- Is 3 times more prevalent than all other forms  
(1 in 6 workers affected)
- Creates a hostile work environment
- Hurts workers emotionally and financially by keeping them from advancing or forcing them out
- Harms society financially. When workers are forced from the workplace, taxpayers often pick up the tab



## Bullying is especially harmful to women

### WOMEN...

- are targeted in 80 or more percent of cases
- receive only 72 percent of men's earning for equal work
- revolve in and out of the workplace as family care-givers, foregoing promotions & pay raises
- face poverty at higher rates in older adulthood
- receive gov't. assistance more often as elders





## traits of targets

- 57% hold college degrees
- Independent...more easily isolated and ostracized
- Cooperative, non-confrontational, socially skilled  
...thus, not likely to bully back
- Competent workers whose abilities are perceived  
as a threat to less competent workers  
...or whose higher pay angers less compensated  
workers
- Ethical whistleblowers...not afraid to speak up



targets describe their plight

psychological terrorism  
emotional rape  
entering a war zone

*From the text of May 24, 1994  
speech by Andrea Adams,  
author of Bullying At Work, 1992*





## Bullying is an international issue

- Anti-bullying laws protect workers from general harassment in
  - Australia
  - France
  - South Africa
  - Sweden
  - United Kingdom





## Healthy Workplace Model Bill

### Proposes to make it unlawful

- to subject an employee to an abusive work environment
- so severe that it causes physical or psychological harm

### Proposes to prohibit workplace conduct

- a reasonable person would find hostile, offensive
- unrelated to an employer's legitimate business interests



## The Healthy Workplace Model Bill

Nine states have introduced legislation  
to address workplace bullying

### California

Hawaii

New York

Kansas

Oklahoma

Massachusetts

Oregon

Missouri

Washington



## In a healthy workplace

- Workers are protected
- Bullies are disciplined, terminated
- Employers can avoid liability by
  - Implementing & enforcing policies
  - Educating staff and management



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**WORKPLACE BULLYING** in your state...  
until all workers are protected from all forms of harassment

contact the

Workplace Bullying Institute

**[bullyinginstitute.org](http://bullyinginstitute.org)**

for support and a copy of  
the Healthy Workplace Bill



# Mahalo to the Workplace Bullying Institute

Bullying-related statistics  
in this presentation provided as a courtesy by the  
**Workplace Bullying Institute**  
Birmingham, WA  
[bullyinginstitute.org](http://bullyinginstitute.org)

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