

# BULLYISM IN THE WORKPLACE

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# WHAT DO YOU DO WHEN YOU ARE BULLIED?



**Report it now!**



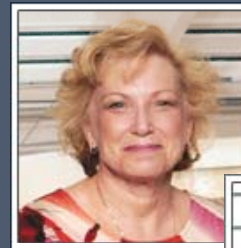
## **ABOUT THIS WORKSHOP**

- Define Bullyism
- Effects
- Collective Action
  - Supervisor or Co-Worker

## YOUR PACKET

- Right Side
  - Bully Education
  - Hot Topic
- Left Side
  - Action

## THE EXPERTS



Dr. Ruth Namie and  
Dr. Gary Namie  
Workplace Bully  
Institute (WBI)

## CURRENT LAW AND POLICY

- Discrimination laws
- Workplace Violence
- General Harassment
- Contract Language

## WHAT IS BULLYING?

- Verbal abuse
- Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating
- Work interference — sabotage — which prevents work from getting done

## WHAT IS A BULLY?

- Constant Critic
- Two-Headed Monster
- Gatekeeper
- Screaming Mimi



## Top Ten List

- Blame
- Unreasonable Demands
- Criticism of Ability
- Inconsistency
- Threatens Job Loss

## Top Ten List

- Insults and Put-downs
- Discounting
- Exclusion, Icing-Out
- Yelling, Screaming
- Stealing Credit

## MENTAL HEALTH HAZARDS

- Depression
- Feelings of Insecurity
- Anxiety
- Stress, Irritability
- Loss of sleep, fatigue
- Obsessive thinking

## PHYSICAL HEALTH DAMAGE

- Stress Headaches
- Indigestion issues
- Reduced immunity
- Hypertension
- Menstrual difficulties

## CHOICES

1. Get Out OR
2. Take Your  
Power Back!

Victimhood begets feelings of being powerless, helplessness and an inability to change matters for the better. Consider yourself a target, not a victim.

**ACTION IS THE ANTIDOTE**

Guaranteed misery vs. A chance for peace of mind.

"The secret of happiness is freedom; and the secret of freedom, courage."

*Peter Gorman  
Barrister at Law  
Beyond Bullying Association  
Australia*

## **ACTION**

- Shine a Light:  
Post flyer/poster
- Healthy Workplace Campaign
- Solidarity  
Training/Empowerment  
Training



## **ACTION**

- Shine the light
- Make it safe to talk
- Take the lead
- First Step

## VISIBILITY

- 
- Greet all co-workers
- Say only positive things about people
- Speak in a respectful tone
- Acknowledge good work
- Offer to help if you can
- Say please and thank you



## MAKE IT SAFE

- Talk to the Executive Board
- Talk to your peers/mentors
- Use as an education tool

## TAKE THE LEAD

- Talk to Management
- Define what a healthy workplace is
- Be willing to live by the principles

## Next Step

- Shine the light farther
- Be sure you are on solid ground

## **EMPOWERMENT TRAINING**

- Communicate
- Educate
- Agitate

## **SOLIDARITY TRAINING**

Meeting with a group of Union employees in one workplace who suffer from a bullying supervisor.

## SOLIDARITY TRAINING

- Purpose: Help the employees develop a plan to take their power back.

## SOLIDARITY TRAINING: FIRST STEP

### Talk to others

- One-on-One
- Away from others
- Union has had success
- Encourage, support, offer to go together
- Address the fear – Doing nothing is no longer an option

## TRAINING

- Schedule unconstrained time
- Convenient but safe place

## TRAINING

### Three Steps

1. Define the Problem
2. Power Discussion
3. Come Up with a Plan

## **DEFINE THE PROBLEM**

- Ask: Tactics used by Bully
- Listen: Let them talk
- Flip Chart: Record
- Turn the Corner

## **POWER DISCUSSION: TURN THE CORNER**

- Validate
- Educate
- Ask what they want
- Inspire to Action

## **DEVELOP A PLAN**

1. Select 2-3 tactics
2. Get more people involved
3. Message
4. Calendar

## **LOCAL SUPPORT**

Be sure you are working  
with local leadership

## EMPOWERMENT TRAINING

- More informal
- Guide in talking to the group

## BIGGER PICTURE

Latest Research by WPI  
(Workplace Bullying  
Institute):

35% of all workers have  
been bullied

## LEGISLATIVE

Safe Schools for All (SF 971), 2007 attempt to amend the Anti-Bullying law currently on the books (mandating school boards to adopt a policy)

The bill covers "actual or perceived race, color, creed, religion, national origin, sex, marital status, disability, socioeconomic status, sexual orientation, gender identity or expression, age, physical characteristics, and association with a person or group with one or more of these actual or perceived characteristics." It also adds electronic forms of bullying.

Bill vetoed by Pawlenty, Emmer voted no.

## Workplace Legislation

The U.S. is the last of the western democracies to introduce a law forbidding bullying-like conduct in the workplace.

[www.healthyworkplacebill.org](http://www.healthyworkplacebill.org)

## MINNESOTA LEGISLATION

Priscilla Pope  
Advocate Against Workplace Bullying  
Minnesota Coordinator  
Healthy Workplace Bill  
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[mn@healthyworkplacebill.org](mailto:mn@healthyworkplacebill.org)  
[www.healthyworkplacebill.org](http://www.healthyworkplacebill.org)

## OTHER RESOURCES

- Kick Bully  
(Individual Response)  
[www.kickbully.com](http://www.kickbully.com)



**BULLYING IN THE  
WORKPLACE**

FINAL QUESTIONS?