



Talking Points

An Overview:

Bullying is usually seen as acts or verbal comments that could 'mentally' hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression. (Canadian Centre for Occupational Health and Safety - ccohs.ca)

Examples of bullying range from constantly changing work guidelines to physically abusing or threatening abuse. Other examples are spreading rumours, constant criticism, belittling a person's opinion, setting hard to meet deadlines, intimidating a person, excluding or isolating someone socially, making offensive jokes, assigning unreasonable workloads or duties, yelling profanities removing responsibilities without cause, and blocking applications for promotion, leave or training.

Bullying manifests itself in a variety of ways, loss of confidence, anger, shock, low morale and productivity, anxiety about going to work, feeling of frustration, inability to sleep, headaches, inability to sleep, and loss of appetite.

The effects of bullying in the workplace are multiple: increased absenteeism, increased accidents, increased stress, increased turnover, decreased morale, decreased productivity and poor customer service.

The difference between bullying and harassment is that bullying is ongoing whereas harassment takes place occasionally. Harassment is based on discrimination whereas bullying often results from jealousy and insecurity.

A Few Statistics:

- 53% of Canadians experience bullying on a weekly basis (Angus Reid Survey, 2012)
- Bosses are the majority of the bullies
- 69% of bullies are men (WBI survey, 2014)
- 60% of bullied targets are women (WBI survey, 2014)
- Women bullies target women 68% of the time (WBI survey, 2014)
- 65.6 million people in the US are affected, as targets or witnesses (WBI survey, 2014)
- 72% of employees are aware that workplace bullying happens (WBI survey, 2014)
- 72% of employers discount, deny, rationalize or encourage bullying (WBI survey, 2014)
- 61% of those bullied lose their jobs--quit, relocate, go on leave, or are fired (WBI survey, 2014)

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