Workplace Bullying remains an American epidemic. In the absence of legal prohibitions against it, employers are failing to take responsibility for its prevention and correction. Bullied individuals pay dearly with the loss of their economic livelihood to stop it.

PREVALENCE

Workplace Bullying was defined as repeated mistreatment; abusive conduct that is: threatening, humiliating, or intimidating, work sabotage, or verbal abuse.

This definition is the one used in the Healthy Workplace Bill. Bullying is "abusive conduct," referring to its most serious forms only. By comparison with the rate of any disease or malady, bullying is an epidemic.

The number of U.S. workers who are affected by bullying – summing over those with direct bullying and witnessing experiences – is 65.6 million, the combined population of 15 states.

EMPLOYERS

Employers fail to appropriately react to abusive conduct much more frequently than they take positive steps ameliorate bullying. Denial and discounting were the most common reactions by employers.

This led to 61% of the targets losing their jobs as the only way to stop the bullying.

WHAT STOPS IT

Bully’s Rank

27% have current or past direct experience with abusive conduct at work

72% of the American public are aware of workplace bullying

Bosses are still the majority of bullies

72% of employers deny, discount, encourage, rationalize, or defend it

93% of respondents support enactment of the Healthy Workplace Bill

Gary Namie, PhD, Research Director
Workplace Bullying Institute
National Office: 360.656.6630

© 2014 Workplace Bullying Institute