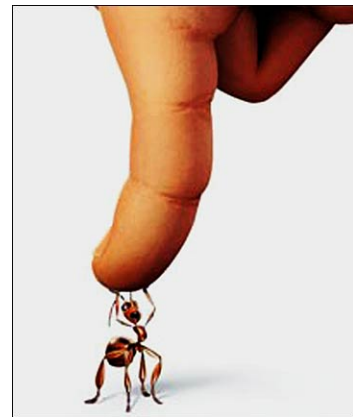


## What is Workplace Bullying?

*An estimated 54 million people—37% of American workers—have been bullied at work. The effects of Workplace Bullying reach even further, to almost half (49%) of American workers.*

**Workplace bullying** refers to repeated, unreasonable actions of individuals or a group directed towards an employee or a group of employees, which are intended to intimidate and create a risk to the health and safety of the employee(s). It may seem that bullying and harassment are basically the same thing, but they are not. Harassment is illegal; bullying in the workplace is not. The only way that bullying can currently be illegal is if it involves some type of harassment based on race, religion, sex, age, disabilities, etc.

Bullying is not ‘tough love’ management; it is illegitimate behavior, unrelated to accomplishing productive work. It is the antitheses of what a **good employer** values and encourages.



Examples of Bullying	Common effects of workplace bullying
Unwarranted or invalid criticism	Stress and anxiety
Blame without factual justification	Depression
Being treated differently than the rest of your work group.	Exhaustion
Being sworn at	Insecurity and self doubt
Exclusion or social isolation	Shame, embarrassment and guilt
Being shouted at or humiliated	Obsessive thinking and nightmares
Being the target of practical jokes	Poor concentration
Excessive monitoring	Sleeplessness

Organizations may feel financial impact due to turnover, loss of productivity and the risk and liability associated with a potential for investigation of ill treatment and legal action. If bullying is occurring in your workplace, there are things you can do to put an end to it.

The dedicated organizational consultants at First Sun are available to assist you in setting up training for your staff on this and other topics. Just give us a call toll free at **800-968-8143** or in Greater Columbia **803-376-2668**.