



BULLYING IN THE WORKPLACE

As a supervisor, I have encountered workplace bullying directly, but then again, I have been surprised to learn about bullying when sitting in on exit interviews. Productive, smart young employees have moved on due to bullying, which I had missed completely... What's going on here?

Excellent question! You have already touched on one key issue: a disproportionate number of victims are inexperienced and young!

Leadership Orientation Training - Session B

Tuesday, Nov. 14
1:00pm - 3:30pm

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

www.connectionseap.com

Research (see chart below) indicates that victimization declines with more work experience:

- 1–2 years – 61%
- 3–5 years – 54%
- 6–10 years – 52%
- 11–20 years – 49%

Another interesting fact...

Supervisory staff is often your typical bullying suspects. However, note the breakdown of most likely bullies:

- Coworkers – 52%
- Direct managers – 33%
- External managers – 8%
- Other company employees – 6%

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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Be aware of the work climate, and do not hesitate to ask an employee you suspect of being victimized about whether they are being bullied in any way. Be ready to discuss different types of bullying behavior. Some employees may be practicing bullying behaviors while being completely unaware of the seriousness. Announce your concern and need to be aware of bullying behavior. Educate employees about workplace bullying. Use your EAP and HR staff to plan effective interventions.
<https://www.myperfectresume.com/career-center/careers/basics/workplace-bullying-in-2021>