

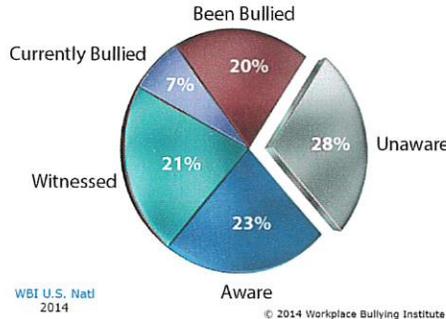
PSYCHOLOGICAL VIOLENCE • EMOTIONAL ABUSE AT WORK • MOBBING

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.

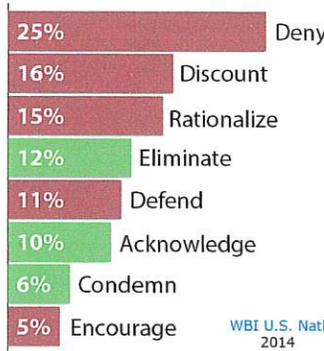


The number of U.S. workers who are affected by bullying – summing over those with direct bullying and witnessing experiences – is 65.6 million, the combined population of 15 states.

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.

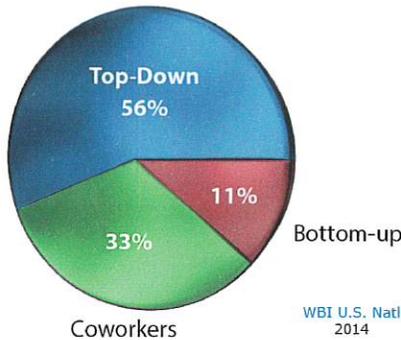
This led to 61% of the targets losing their jobs as the only way to stop the bullying.



WHAT STOPS IT



BULLY'S RANK



KEY FINDINGS

- 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

SUPPORT FOR HWB



*72% OF ALL AMERICANS ARE AWARE OF ABUSIVE
2014 WBI U.S. Workplace Bullying Survey