Repeated disrespectful behavior toward an individual or group
Scope and Prevalence of Bullying and disrespectful behaviour in the Workplace

- Bullying varies greatly from organization to organization.
- It is prevalent in organizations that condone bullying as part of a “tough” management style.
BULLYING HURTS
PHYSICALLY AND MENTALLY

STOP BULLYING

Created by James Matthews
Description of a Respectful Workplace where Bullying isn’t tolerated

- A respectful workplace is one where. Everyone works to support, not put down, each other.
The Screaming Mimi
Bullying Behaviors

Often a sequence of small events and not dramatic. Hard for targets to spot, hard to complain about, sometimes hard to believe it is a problem.

- Withholding information
- Use of sarcasm
- Excessive monitoring of work
- Systematic ignoring
- Isolation from other workers
- Persistent public criticism and/or humiliation
Bullying Behaviors (continued)

- Setting unrealistic goals
- Intimidation to prevent taking vacation or sick leave
- Pattern of assigning meaningless tasks
- Spreading malicious rumors
- Shouting and verbal abuse
- Physical threats
BULLYS HATE WITNESSES
Bullying Behaviors (continued)

- Blocking promotions
- Refusing reasonable requests
- Invading privacy, such as by reading mail or inspecting computer hard drive
- Demanding perfection in trivial matters
- Setting objectives that cannot not be achieved
Bullying Behaviors (cont.)

- Taking undeserved credit and/or improperly shifting blame
- Repeatedly Displaying uncontrolled anger, shouting, and/or using vulgar language
- Discounting or denial of accomplishments
- Sending memos designed to intimidate
- Undermining authority
This is a safe zone

Using the five principles listed below as guidelines will assure a respectful workplace and absence of bullying.

1. Maintain the self-respect and motivation of others.
2. Criticize actions and ideas, not people.
3. Support others, rather than undermining them.
4. Set realistic and attainable goals (for self and others).
5. Act assertively, not passively or aggressively.
Sticks and stones might break your bone
But bullying can be fatal.

Help
Stop
Bullying
Lets be friends