

## *Workplace Bullying*

According to a recent poll, 37% of workers in the U.S. reported that they've been bullied at work (Workplace Bullying Institute and Zogby International). Another survey found that 29% of HR executives had one or more employees in their workplaces resign due to workplace bullying (Challenger Gray & Christmas). Between 12% and 18% of psychological-based disability claims are directly related to bullying. Books and movies such as *The Devil Wears Prada* are raising awareness about an issue that is anything but fiction.

Both business executives and lawmakers are taking action to define and address workplace bullying. Anti-bullying laws are already a reality in Australia, parts of Canada and in several European countries, including the U.K. Starting with California in 2003, state lawmakers nationwide in the U.S. have considered bills that would provide a cause of action based on an "abusive work environment."

Wise employers aren't waiting for public mandates and are implementing anti-bullying policies as a way to retain employees, stimulate recruitment and maintain a healthy, happy and more productive workforce.

### Course Summary

This 30-minute course describes what workplace bullying is and details the various forms it takes. It addresses abusive bosses, clients and vendors, as well as bullying between co-workers. It explains both how to avoid bullying behavior and how to respond to it in others. The topics covered in the course include —

- What is workplace bullying?
- The toll
- Anti-bullying law and policy
- Forms of bullying, including hostility, abuse, abuse of power, deceit and sabotage
- Psychological causes of bullying
- Bullying as a violation of company policy
- Enforcement