

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

What is bullying?

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

Bullying within an organization is pattern of inappropriate, abusive conduct that is:

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Aggressive:

It's a form of harassment that is particularly emotionally abusive and detrimental to the self-esteem and well being of the target.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Intimidating:

Bullies feel the need to be in control, at the expense of their targets, and they can often encourage the same negative behavior in others.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Humiliating:

Bullying is behavior that demeans another person.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Threatening:

Historically, workplace bullying and intimidation tends to be more psychological and less physical than it once was, but it still occurs in all its forms, especially during times of global or national economic uncertainty.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Undermining:

Being bullied undermines a person's confidence and ability to do his or her job.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

**Example of bullying in an
organization are:**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ Verbally undermining a person's self-esteem through direct put-downs, sarcasm, or implying that he or she is incompetent, immature, or a detriment to the organization.
- ✓ Adversely affecting productivity by assigning busy-work and pointless tasks.

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ **Taking credit for or plagiarizing someone else's work or ideas.**
- ✓ **Intimidating someone by blocking his or her path or access to a workspace or needed equipment.**
- ✓ **Shoving, inappropriately touching, or otherwise physically assaulting**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ **Cyber-bullying by posting inappropriate messages or pictures on social networking sites.**
- ✓ **Gossiping or spreading rumors.**
- ✓ **Yelling or laughing at someone.**
- ✓ **Name-calling or other verbal abuse.**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ **Making overt or veiled threats of demotion, dismissal, or even physical harm.**
- ✓ **Isolating someone by ostracizing or excluding him or her socially, or putting the person in socially awkward situations.**
- ✓ **Withholding information needed to work effectively or fit in socially.**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ **Placing someone in physically dangerous situations.**
- ✓ **Gesturing threateningly.**
- ✓ **Ridiculing, mocking, or otherwise intentionally humiliating someone.**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ Unnecessarily nitpicking and micromanaging another's work.
- ✓ Abusive hazing or initiations.
- ✓ Trying to embarrass someone by revealing his or her personal information.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

**How does bullying affect
individuals and organizations?**

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Bullying can cause:

- ✓ absenteeism
- ✓ an inability to focus
- ✓ lack of productivity
- ✓ depression
- ✓ chronic headaches and digestive problems
 - ✓ self-doubt and low self-esteem

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Is bullying illegal?

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Bullying is a form of harassment, and harassment that violates Title VII of the Civil Rights Act and other acts that amend or extend it, *is illegal*.

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

**The U.S. Equal Employment
Opportunity Commission, or EEOC,
defines harassment as “unwelcome
conduct that is based on”**

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

- ✓ race
- ✓ color
- ✓ religion
- ✓ sex (including gender-identity and pregnancy)
- ✓ national origin, age (for those over 40)
- ✓ disability
- ✓ genetic information

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

According to the EEOC, harassment becomes unlawful when enduring the offensive conduct becomes a condition of continued employment,

Let's Talk...

BULLYING, Abusive Conduct, & Their Consequences

or when the conduct is severe or pervasive enough to create a work environment that a “reasonable person” would consider intimidating, hostile, or abusive.

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

Retaliation is illegal.

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

**Employers are liable for harassment
from supervisors, non-supervisory
coworkers, and even non-
employees, such as customers,
contractors, vendors, and patients.**

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

**Know that it is illegal for an
organization or supervisor to
retaliate against an employee
seeking to address harassment.**

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**

**Let's all take a stand against
bullying, and work to make ours a
safe, productive, and happy
organization for everyone.**

**PREVIEW ONLY
ILLEGAL TO SHOW TO AN AUDIENCE**

Let's Talk...

**BULLYING,
Abusive Conduct, &
Their Consequences**