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From the Desk of Marcia Cerrone:

WORKPLACE BULLYING

Workplace bullying is a pattern of mistreatment in the workplace that causes physical or emotional harm.

Today's workplace is more diverse than ever. It is normal for people to disagree from time to time on different subjects including how to relate to each other. However bullying can create a hostile, nonproductive work place. Nearly half of all American workers reported that they have been affected by workplace bullying either by being a target or having witnessed workplace bullying.

The Work Place Bulling Institute reports that 37 percent of US workers have been bullied on the job and that women are more likely to be to be picked on than men. Interestingly, the bullies are more likely to be female than male. Males in the work place don't bully other males as much. Females will most likely bully the same gender 70 percent of the time. Studies also indicate that supervisors to worker bullying is most common.

The bullying may be verbal, nonverbal, psychological, physical and humiliation. The bully may intimidate, threaten, spread gossip and rumors, blame the victim, and incite others to mistreat, steal or sabotage coworker's work so that the coworker may not succeed, or make inappropriate physical contact.



Several studies addressed the cost of bullying to an organization. One study estimated that for an organization of 1000 people would be a cost of 1.2 million dollars. This excludes the cost of litigation should the victim bring suit.

Your organization should have a policy on workplace bullying. Consult with your legal advisor or contact me for a guide for preventing and responding to workplace bullying.

We would like to hear from you any questions or comments, email me at Marcia@reitmanpersonnel.com.

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