

WORKPLACE **BULLYING** INSTITUTE™

2014 WBI U.S. WORKPLACE BULLYING SURVEY

Race, Ideology, and the Bullying Experience

Gary Namie, PhD, Research Director
Assistants: Daniel Christensen & David Phillips
360.656.6630
workplacebullying.org

© 2014, Workplace Bullying Institute, All rights reserved

FUNDING FROM



& 93 INDIEGOGO CONTRIBUTORS

RACE AND THE BULLYING EXPERIENCE

Below are the percentages within each ethnic group that had been bullied, witnessed it and the combined percentage to represent those “affected” by bullying.

Table 7

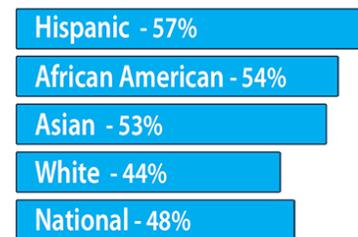
Race	Direct	Witness	Affected
Hispanic	32.5%	24.4%	56.9%
African American	33.0%	21.1%	54.1%
Asian	33.3%	19.4%	52.8%
White	24.1%	20.2%	44.3%

The overall percentage of those affected was 47.7%. All three non-White groups had much higher rates than the U.S. percentage. Hispanics were the highest; African-Americans were second. Non-White respondents are considered to be members of legally protected status groups. Employers have to comply with state and federal anti-discrimination laws. That is, when they endure harassment, they would be eligible to demand protection from their employers in most situations.

Bullying, defined in this Survey, as abusive conduct, compounds discriminatory misconduct. In other words, bullying supplements, exacerbates, the mistreatment that may or may not have its basis in race of the bullied target. Bullying is cruelty that transcends racial boundaries.

Figure 8

AFFECTED BY BULLYING (TARGETS + WITNESS)



© 2014 Workplace Bullying Institute

A second way in which non-white respondents differed from the white majority of respondents is in the preference for assigning responsibility for abusive conduct. In a separate question in the Survey (See Causal Factors) respondents chose from the following options: target attributes, perpetrator attributes, employer factors and societal factors.

White respondents rank order of causal factors: perpetrator (47%), employer (24%), target (21%), and society (8%).

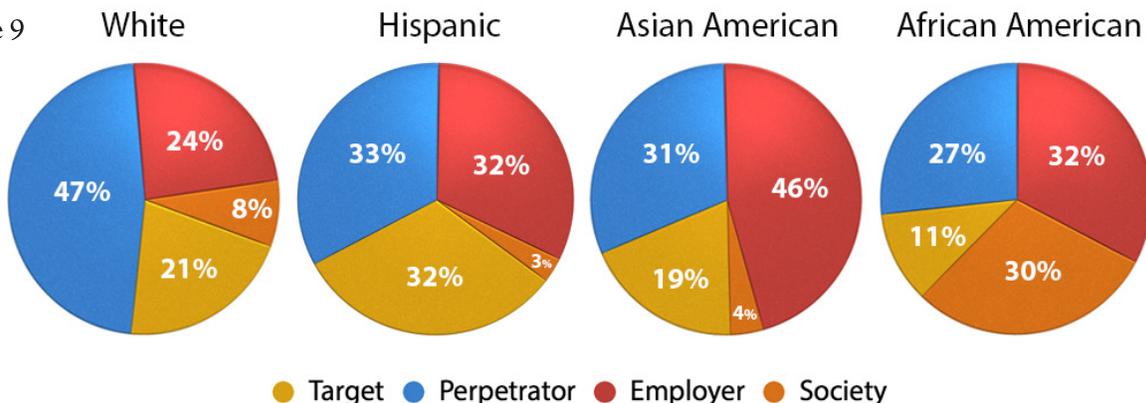
Hispanics: perpetrator (33%), target (32%), employer (32%), society (3%).

Asian Americans: employer (46%), perpetrator (31%), target (19%), and society (4%).

African Americans: employer (32%), society (30%), perpetrator (27%), and target (11%).

There were differences across the racial groups in which factors best explained the bullying. African Americans were the only group to assign a high percentage to society. Of all the racial groups Hispanics blamed targets the most. Perpetrators were blamed most by whites. Employers were blamed the most by Asian Americans and African Americans. The two groups with the highest “external” explanatory factor percentages were African Americans (62%) and Asian Americans (50%). Whites and Hispanics preferred “internal” personality factors to explain bullying (68% & 65%, respectively).

Figure 9



IDEOLOGY AND THE BULLYING EXPERIENCE

The respondents' self-identification of a held political ideology provided the lens through which they viewed the prevalence of bullying. Conservatives reported experiencing the least amount of bullying, direct and vicarious.

Table 8

	Direct	Witness	Affected
Moderate	29.7%	25.4%	55.1%
Liberal	32.6%	15.8%	48.4%
Conservative	23.4%	20.0%	43.4%



ZOGBY ANALYTICS SURVEY METHODOLOGY

The Workplace Bullying Institute commissioned Zogby Analytics to conduct an online survey of 1,000 adults in the US. All interviews were completed January 27 and 28, 2014. Using trusted interactive partner resources, thousands of adults were invited to participate in this interactive survey. Each invitation is password coded and secure so that one respondent can only access the survey one time.

Using information based on census data, voter registration figures, CIA fact books and exit polls, Zogby uses complex weighting techniques to best represent the demographics of the population being surveyed. Weighted variables may include age, race, gender, region, party, education, and religion.

Based on a confidence interval of 95%, the margin of error for 1,000 is +/- 3.2 percentage points. This means that all other things being equal, the identical survey repeated will have results within the margin of error 95 times out of 100. Subsets of the data have a larger margin of error than the whole data set. Additional factors can create error, such as question wording and question order.

One of the conventions used in Zogby surveys is to allow respondents a response option of “Not Sure.” WBI chose to eliminate the “Not Sure” responses from the sample in all questions. Below are the sample characteristics.

Table 18

Sample Characteristics	Frequency	Valid Percent*
Sample size	1,000	100
<i>Region</i>		
East	220	22
South	260	26
Central/Great Lakes	300	30
West	220	22
<i>Age</i>		
18-29	220	22
30-49	360	36
50-64	250	25
65+	170	17
<i>Race</i>		
White	680	68
Hispanic	130	13
African American	120	12
Asian/Pacific	41	4.1
Other/mixed	29	2.9
<i>Religion</i>		
Catholic	260	26
Protestant	530	53
Jewish	30	3
Other/None (religion)	180	18
<i>Respondent Gender</i>		
Male	485	48.5
Female	515	51.5
<i>Employment Status</i>		
Working	532	53.6
Unemployed – Looking for work	63	6.3