

WORKPLACE **BULLYING** INSTITUTE™

2014 WBI U.S. WORKPLACE BULLYING SURVEY

Support for a Law

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SUPPORT FOR A LAW

93% of the American public aware of abusive conduct at work want a law against it

Question: Do you support or oppose enactment of a new law that would protect all workers from repeated abusive mistreatment in addition to protections against illegal discrimination and harassment?

The respondents who answered this question were individuals who were directly bullied, those who had witnessed it, the few who were perpetrators, and those with no personal experience but who believed it happened and those who believed it was exaggerated. Those groups taken together constituted the American public who were “aware” of abusive conduct at work, the 72% (See National Prevalence).

It is clear that those respondents, the American public aware of abusive conduct, want to see worker protections extended beyond the anti-discrimination statutes – 93% support specific anti-bullying legislation.

Table 13

Response Options	Proportion	Percentage
Strongly support	.6327	63%
Somewhat support	.2953	30%
Somewhat oppose	.0580	6%
Strongly oppose	.0158	1%

Furthermore, 50% of Survey respondents self-defined as Conservatives strongly support the Healthy Workplace Bill. With such little opposition from those expected to oppose the bill, it is a certain conclusion that now is the time for passage of this new law.

Table 14

	Strongly Support	Somewhat Support	Overall Support	Oppose
Liberal	74.3%	22.9%	97.2%	2.8%
Moderate	68.8%	27.6%	96.4%	3.6%
Conservative	49.5%	36.2%	86.2%	13.8%

Thanks to the pollster we had several demographic groups upon which to compare levels of support. Support for a law was uniformly high regardless of group affiliation: 91% of men, 95% of women, 88% of 18 to 29 year olds, 94% of 30 to 49 year olds, 93% of 50 to 64 year olds, 94% of those with no college degree, 92% of college graduates, 93% of whites, 93% of African Americans, 99% of Hispanics, 93% of union workers, 93% of non-union workers, 93% of NASCAR fans, 90% LGBT people, 85% of tea party sympathizers, and 99% of occupy wall street sympathizers.

The phrasing of the prevalence question in this 2014 Survey, “repeated mistreatment: abusive conduct that is threatening, intimidating, humiliating, work sabotage or verbal abuse,” is the definition used in the Healthy Workplace Bill (HWB). The HWB is the legislation that has been introduced in 26 states (as of the date of this Survey) but has not yet been enacted into law. The public that is aware of bullying believes it is time.

Figure 14



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