



RESEARCH STUDIES

*workplacebullying.org*

**The WBI Website  
2012 Instant Poll  
F- Is Justice Attainable  
for Bullied Targets?**

**Gary Namie, PhD - Research Director**

*Do not cite findings without crediting WBI*

© 2012 Workplace Bullying Institute, All rights reserved

## IS JUSTICE ATTAINABLE FOR BULLIED TARGETS?

### WBI 2012-F Instant Poll

Workplace bullying jeopardizes targeted workers' careers, compromises their health and strains familial relations. Perhaps the most persistent damage from targets' perspective is the injustice of it all. Bullying was inflicted involuntarily on them. The assaults were not grounded in facts, not even a "kernel of truth." The most competent workers, the ones who pose threats to the deeply insecure aggressors, are targeted. The disconnect between deservedness and the deep misery experienced is at the heart of the injustice. Years after targets are out of harm's way, they still feel lingering pangs of unfairness, inequity, injustice.

Common sense suggests that justice can be found in a courtroom. However, legal punishment of workplace offenders is extremely rare and costly. In the U.S., without specific laws addressing workplace bullying, a.k.a., status-blind harassment, bullied workers must resign themselves to alternatives to courts.

Workplace Bullying Institute Instant Polls are online single-question surveys that rely upon self-selected samples of individuals bullied at work (typically 98% of any sample). No demographic data are collected. Our non-scientific Instant Polls accurately depict the perceptions of workers targeted for bullying at work as contrasted with the views of all adult Americans in our scientific national surveys.

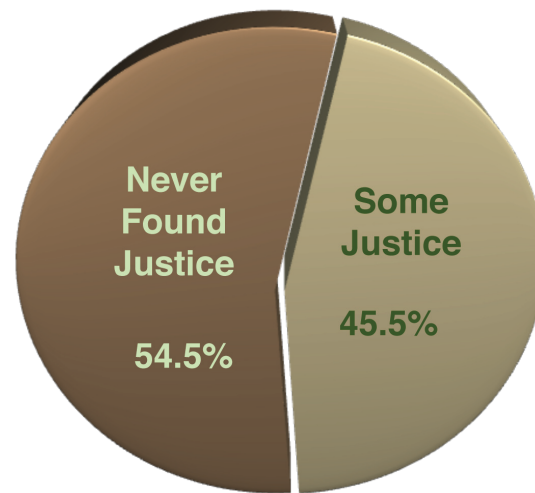
We explored potential sources of justice by posting the following statement in the sixth WBI Instant Poll of 2012 to which 331 site visitors responded:

*I found "justice" after my workplace bullying experience through:*

More than one of the following response choices could be selected:

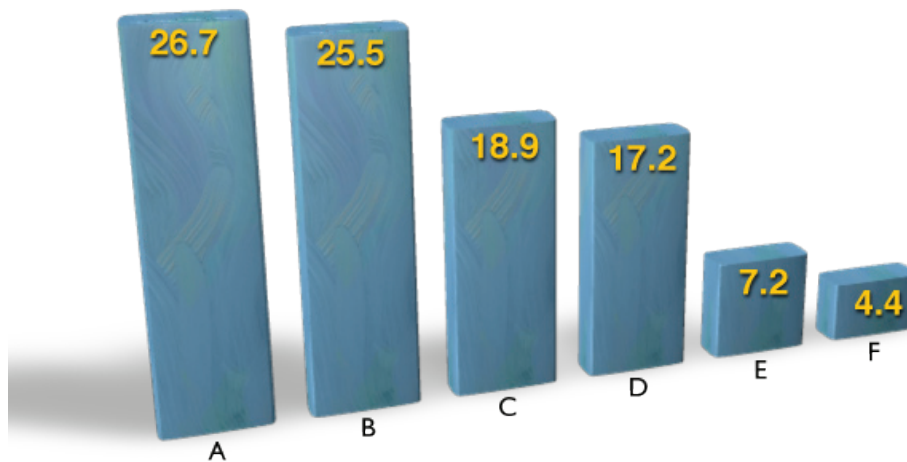
- A. Exposing the bullying to senior management*
- B. Prioritizing my health and career over that particular job*
- C. Becoming an advocate for the cause to end workplace bullying*
- D. Hiring an attorney and mounting a legal response*
- F. Telling my story to the media*
- E. Other - An unlisted method*
- G. I never found a sense of justice*

The first result is that the simple majority of respondents - 54.5% - reported to have “never found a sense of justice.” This aligns reasonably with the anecdotal evidence we gather by phone at the Workplace Bullying Institute.



For the sub-sample defined by the 46% who said that at least some justice was achieved, we calculated the conditional percentage of respondents who chose potential sources of justice from the list of factors, A to F. The graph shows the percentages. The factors are percentages ranked from highest to lowest.

- A. Exposing the bullying to senior management*
- B. Prioritizing my health and career over that particular job*
- C. Becoming an advocate for the cause to end workplace bullying*
- D. Hiring an attorney and mounting a legal response*
- E. Other - An unlisted method*
- F. Telling my story to the media*



Gary Namie, PhD  
WBI Research Director