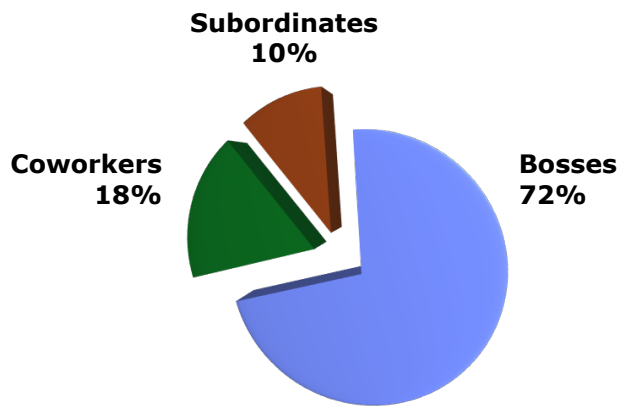


AN ESTIMATED 54 MILLION AMERICANS REPORT BEING BULLIED AT WORK

Workplace bullying is repeated, health-harming mistreatment by one or more people of an employee by means of verbal abuse, threats, intimidation, humiliation, work interference, sabotage, exploitation of a known vulnerability, or a combination of any or all of these.



Sources of Workplace Bullying
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HR IS NOT EQUIPPED TO HANDLE WORKPLACE BULLYING

Even the best intentions fail when the problem is inaccurately defined. Workplace Bullying is not simple incivility, disrespect, or personality conflict. It is not a miscommunication or style of management issue.

Mediation is not the solution to workplace bullying because it is an act of violence. Historically, complaints lead to retaliation (revengeful hurting) or reprisal (taking away of rights or status).

BULLYING IS AN OCCUPATIONAL HEALTH HAZARD

Stressed workers become ill workers. In a 2012 WBI Poll, 71% of bullied targets report having been treated by a physician for work-related symptoms including hypertension, irritable bowel disease, migraine headaches, anxiety and PTSD.

WORKPLACE BULLYING KILLS COMPETITIVENESS & COSTS EMPLOYERS MONEY

Preventable losses include:

- Turnover, recruitment and training costs
- Absenteeism and increased sick leave use
- Fatigue-caused errors and accidents
- Stifled team productivity
- Litigation, arbitration, settlement expenses
- Workers compensation and disability claims

BULLIED TARGETS ARE GREAT EMPLOYEES

Targets are independent, technically skilled, well-liked, ethical and honest. They are often the go-to veteran worker and have a documented record of excellence before enduring the mistreatment. Despite all of this, they are discounted, blamed for provoking these attacks, and falsely branded as “the problem.”

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