



RESEARCH STUDIES

*workplacebullying.org*

**The WBI Website  
2012 Instant Poll  
G - U.S. Employers Stopping  
Workplace Bullying: When & Why**

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## U.S. EMPLOYERS STOPPING WORKPLACE BULLYING: WHEN & WHY

### WBI 2012-G Instant Poll

Employers are responsible for stopping workplace bullying because it is they who establish work conditions that result in either a safe or an unsafe work environment for employees. Managers are employers' agents. Employers are legally liable actions done in their name. Several other WBI empirical surveys show low employer engagement in the eradication of bullying. In this poll, we asked whether employers would ever stop it and what would compel them to do the right thing.

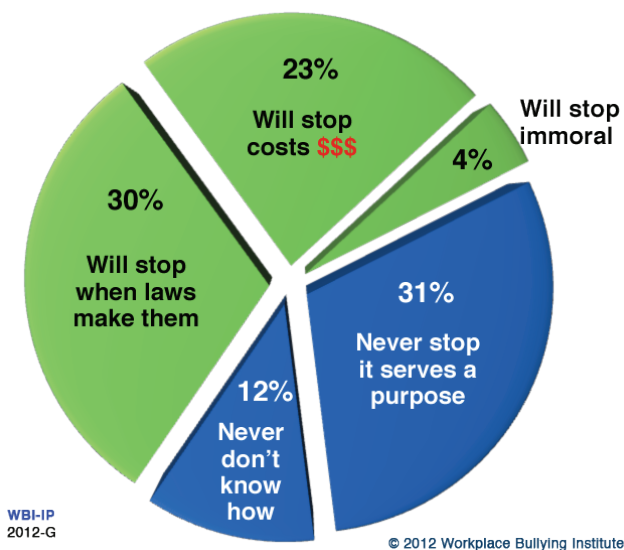
Workplace Bullying Institute Instant Polls are online single-question surveys that rely upon self-selected samples of individuals bullied at work (typically 98% of any sample). No demographic data are collected. Our non-scientific Instant Polls accurately depict the perceptions of workers targeted for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

For this seventh WBI Instant Poll of 2012, we asked 338 site visitors:

*What will it take for the majority of U.S. employers to take workplace bullying seriously and stop it?*

The response choices (limit one per respondent) and the results were:

- The majority never will. It accomplishes what they want. .305*
- The majority never will. They don't know how to stop it. .115*
- When laws are in place, the majority will respond positively. .305*
- The majority will stop when they learn how expensive preventable bullying is. .231*
- The majority will stop when they see the immorality of abuse in the workplace. .044*



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A majority (58%) of bullied target-respondents believed that employers will eventually stop for some reason. Given their experience, the optimism is unexpected. Of course, 42% said that employers never will stop it for one of the two alternative reasons posed in the question.

Less than a fourth of respondents echo the rational "bottom-line" impact argument -- that employers will stop bullying when they see how costly it is.

Employer groups frequently claim that because bullying is so complex a phenomenon they don't know how to stop it. Bullied targets do not give this excuse much credence; only 12% believe employers lack the skill to stop bullying. 31% said employers lack the will to stop it.