

## Race & Workplace Bullying: 2010 WBI Survey

New research findings from the 2010 Workplace Bullying Institute national scientific survey regarding the effect of race on the experience of workplace bullying. Hispanics report the highest rates, African-Americans second highest, Asians the lowest. Public officials should infer from this that existing anti-discrimination laws (and resulting employer policies) are inadequate to stem the tide of abuse of minorities in the American workplace.

	Bullied Now	Been Bullied	Combined	Witnessed Only	No Bullying Experience
Hispanics	12.7%	23.5%	40.2%	12.3%	51.4%
African-Americans	11	27.6	38.6	7.9	51.5
Whites	7.9	25.7	33.6	16.8	49.6
Asians	3.8	9.7	13.5	37.6	48.9
2010 National Prevalence Statistics	8.8	25.7	34.5	15.5	49.6

A recently published journal article by Janet Raver confirmed that those who endure ethnic harassment (which is legal and actionable) have their misery compounded when also bullied. It is an additive effect. [Once, twice or three times as harmful? Ethnic harassment, gender harassment and generalized workplace harassment. by J.L. Raver & L.H. Nishii. *Journal of Applied Psychology*, 2010, 95 (2), 236-254.]

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Survey 2. Zogby International was commissioned by the Workplace Bullying Institute to conduct an online survey of 2,092 adults from 8/18/10 to 8/23/10. A sampling of Zogby International's online panel, which is representative of the adult population of the U.S., was invited to participate. Slight weights were added to region, party, age, race, religion, gender, education to more accurately reflect the population. The margin of error is +/- 2.2 percentage points.