

About the Surveys

The Workplace Bullying Institute (WBI) wrote the surveys and commissioned Zogby International to conduct the only scientific large-sample representative studies of all adult Americans on the topic of workplace bullying.

Workplace Bullying Defined

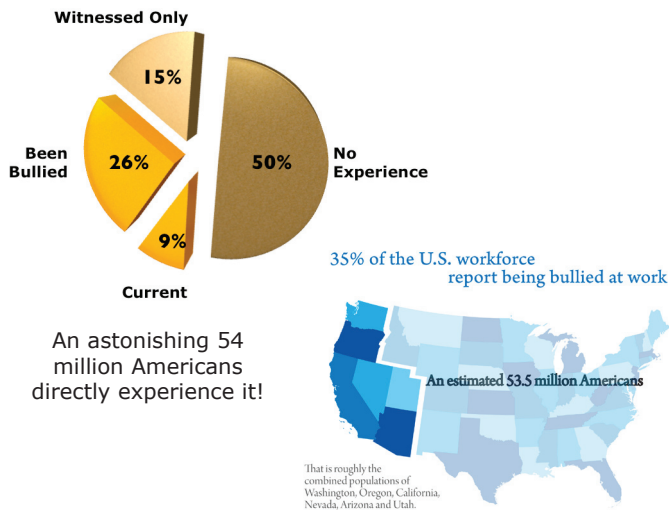
Workplace Bullying was defined as "repeated mistreatment: sabotage by others that prevented work from getting done, verbal abuse, threatening conduct, intimidation, & humiliation."

Key Findings

- 35% of workers have been bullied (compared to 37% in 2007)
- 62% of bullies are men; 58% of targets are women
- Women bullies target women in 80% of cases
- Bullying is 4X more prevalent than illegal harassment (2007)
- The majority (68%) of bullying is same-gender harassment

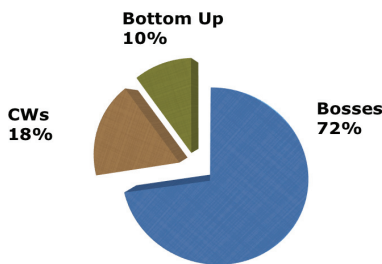
Prevalence of Workplace Bullying

35% of adult Americans (an est. 53.5 million Americans) report being bullied at work; an additional 15% witness it. Simultaneously, 50 % report neither experiencing nor witnessing bullying. Hence, a problem of epidemic proportions, albeit largely undiscussable.



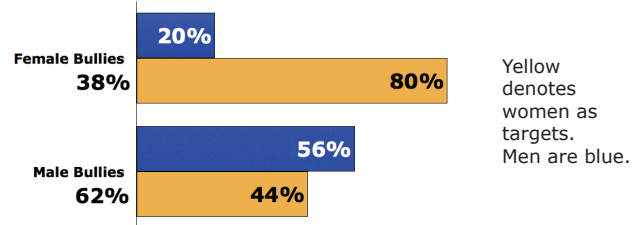
Stereotype of the Bully Boss is Real

Though perpetrators can be found at all ranks within organizations, the vast majority of them outrank their targets. They are bosses.

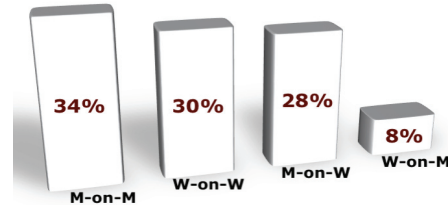


Gender and Workplace Bullying

Both men and women bully. Men comprise the majority of perpetrators (62%). Women bullies target other women disproportionately. The latter finding regularly captures media attention.

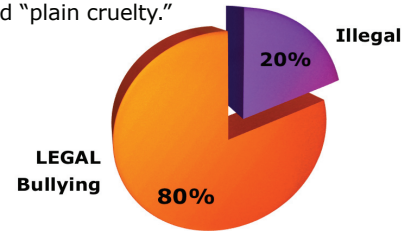


Same-sex bullying -- men-on-men and women-on-women -- account for 64% of all bullying. This illustrates an important aspect of bullying. It transcends gender boundaries.



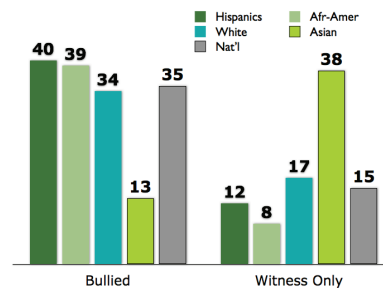
Bullying is Legal in the American Workplace

In the 2007 national survey, respondents indicated that in only 1 in 5 bullying cases did the criteria for a status-based discrimination claim exist. In 80% of cases, the harassment was not illegal and could only be considered "plain cruelty."



Race and Bullying

Two groups in 2010 reported bullying at higher rates than the national average -- Hispanics and African-Americans. This suggests (1) groups with legally protected status experience status-blind cruelty in addition to discrimination, or (2) there is some same-race bullying occurring, or both. In either case there is an element of harassment not addressed by current legal protections.



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