



***WORKPLACE BULLYING AND EMOTIONAL ABUSE –
THE TOXIC EFFECTS ON OCCUPATIONAL HEALTH***



- Workplace bullying occurs when an individual or group (The Perpetrator/s) targets another person – The Victim and the victim is unable to defend him/herself from such acts of aggression
- Typical Bullying Behaviours':
 - Humiliating/ embarrassing the target
 - Laughing at the target
 - Exclusion and Ostracising
 - Overloading the target with work or giving them work to do below their job level
 - Shouting/screaming at the target, especially in front of others

Bullies and Victims – The Power Imbalance



- **Perpetrators and Targets – The Power Imbalance**

- **Bullying can be Top- Down or Horizontal**

Typically perpetrators are people in more senior positions to the victim
Or they can be on the same job level but have greater influence with those higher up

Or they can be on the same level but they act in a group targeting one victim

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Conditions that foster workplace bullying:

Job Insecurity

Lack of resources

Excessive work demands

Favouritism between bosses and certain workers (in groups and out groups)

Being different – in the minority

Emotional vulnerability of the target

Frustration of the bully

Effects of Bullying – The Aftermath on the Target:

Stress

Depression

Anxiety

PTSD

Reliance on substances to ease stress

Physical illness



Effects of bullying – The Aftermath on the Organisation

- Increased Absenteeism
- Lowered Morale
- Lowered Productivity
- Increased resignations of staff
- Reputational damage to the organisation

Coping with Bullying – Target Strategies

- Seeking Help
- Doing Nothing
- Avoidance
- Standing Up to the Bully

Managing Bullying: Organisational Strategies



Managing Bullying: Organisational Strategies

- Developing a Zero- Tolerance Policy
- Climate for Conflict Management
- Organisational Support Structures
- Training Staff on Zero Tolerance Strategies