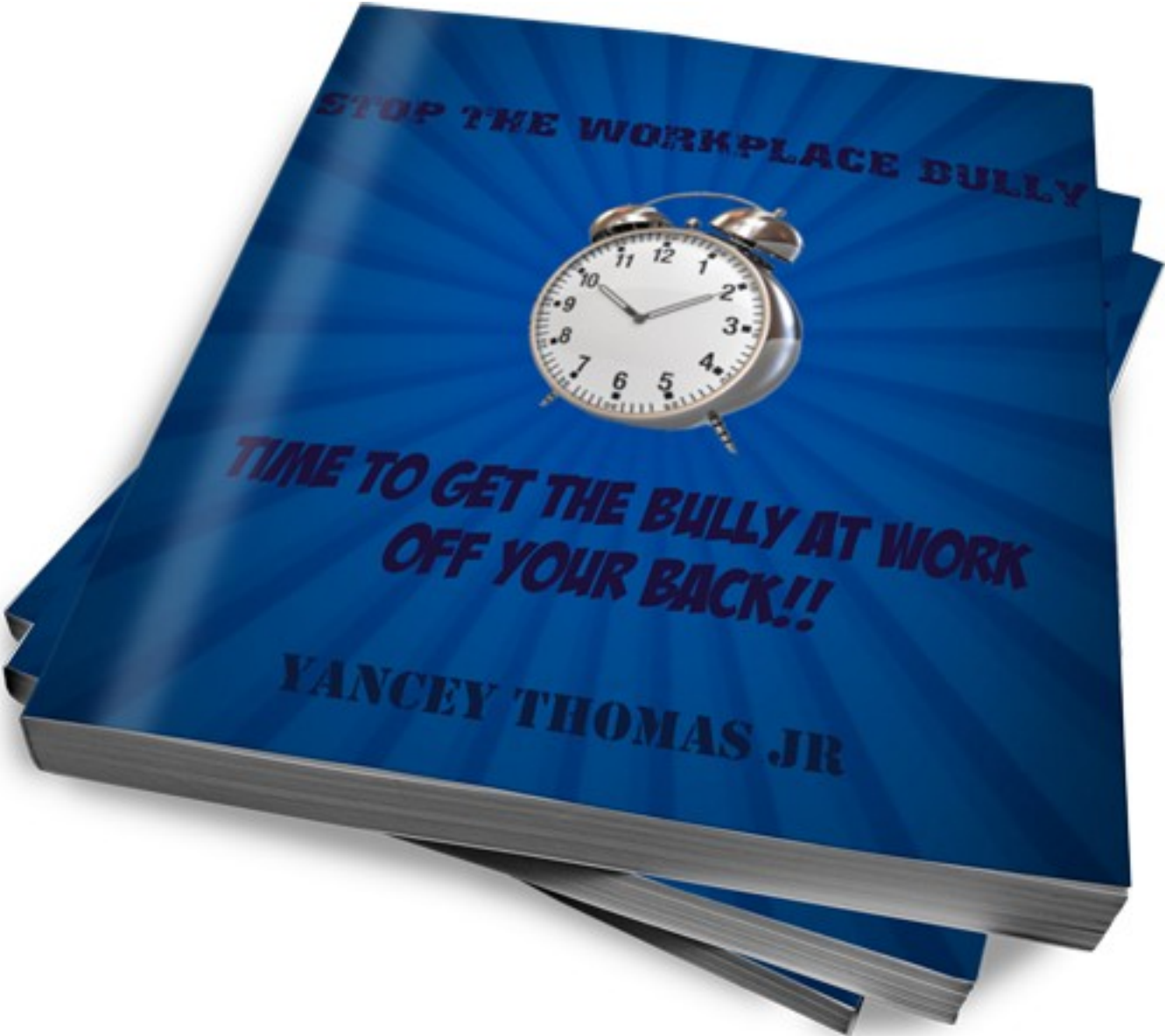


# STOP THE WORKPLACE BULLY



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## **INTRODUCTION**

Because there are no laws in place, there is no clear definition of what workplace bullying is. That means it can be hard to distinguish from other behaviors such as retaliation, sexual and racial harassment. Harassment by definition is offensive or unwelcome conduct that adversely affects an individual's condition of employment.

Harassment is linked to individuals in a protected class such as...

- **race**
- **national origin**
- **gender**
- **disability**
- **religion**

What that means is employees can be victims of bullying which can be a pretext for protected employment violations. In the absence of a legally defined law the line between the two are blurred. I have witnessed and experienced individuals on the job who have exhibited various forms of harassing and discriminatory behavior.

This ebook will help job seekers and employees to recognize and prepare to deal effectively with bullies in the workplace.

## Stop The Workplace Bully Now!

Sarah Tracy, director of the Project for Wellness and Work-Life at Arizona State University says, "There are a number of workplace cultures that encourage bullying because of high levels of competition."

That's true, however there are other reasons for workplace bullying. Bullying in the workplace has always been there. However there has been a **sharp upswing in this type of harassment in the last 10-15 years.**



Unfortunately, at the time I wrote this ebook there is no federal law that protects job seekers and employees from being bullied at work. But, since 2003 several states are considering legislation that enable employees to sue the employer for allowing or creating an **"abusive work environment"**.

Despite no specific state or federal law against workplace bullying, some victims have successfully sued for things like **"intentional infliction of emotional distress"**.

### **Bullying on the job can take many forms...**

- > psychological abuse
- > physical abuse
- > emotional abuse
- > verbal and non verbal abuse

## Stop The Workplace Bully Now!

According to Gary Namie of the Workplace Bullying Institute workplace bullying is defined as, "repeated, health harming treatment, verbal abuse and conduct which is threatening, humiliating, intimidating or sabotages and interferes with work or some combination thereof".

**Bully Tactics** include...

- \*degrading
- \*humiliating
- \*insulting
- \*confronting/affronting
- \*intimidating

....the "**target**" of abuse. Many times in front of witnesses designed to destroy the victims self esteem.

Any of the following sound familiar...

- being falsely accused of mistakes
- get the silent treatment
- being yelled at designed to intimidate
- insults based on race,gender,age,etc.
- characterized as incompetent
- work product gets trivialized

## Stop The Workplace Bully Now!

### **Bullies Come In All Shapes and Sizes.**

In my opinion the greater the insecurity the greater the need for control.

I call them **workplace-terrorists**. They come in these basic types:

#### **yellers**

This kind of bully will always **"talk over"** victim.

#### **blockers**

Slam or trivialize the targets work. Undermine the targets reputation.

#### **backstabbers**

Works in the shadows, ugly rumors, gossip about the target.

#### **nitpickers**

Finds fault with **everything** the victim does.

#### **woofers**

Try to provoke the victim to a violent confrontation by being **physically intimidating**



## Stop The Workplace Bully Now!

### Corporate Bullying-Bully Bosses



Amazingly many businesses encourage bullying as a an accepted business culture. Some experts think this is due to the emphasis on global competition.

Others believe incompetent management that "hands" supervisory positions to ill trained or unqualified individuals is also An explanation.

Bully boss signs include...

- > **temper tantrums**
- > **rant and rave**
- > **fire at drop of a hat**
- > **throw objects**
- > **unjustified "write ups"**
- > **negative evaluations**
- > **physical violence or threaten**

Another workplace bullying phenomena is called "**mobbing**". Co-workers join in on the harassment of the target.

**Mobbers** are usually recruited by or intimidated by the chief bully. Gang bullies are usually jealous of the victims quality of work.





## Stop The Workplace Bully Now!

### Consequences Of Workplace Bullying To The Target

- ***High stress disorder***

- Insomnia
- Strokes



- ***Migraine headaches***

- Suicidal tendencies
- Low self esteem



- ***Depression***

- Increased risk of heart disease

According to the Workplace Bullying Institute 37% or **54 million U.S. employees** have or are being bullied.

“Anything that effects 37% of the public is an epidemic. But, ***it’s a silent epidemic***”, according to WBI director Gary Namie.



## **Stop The Workplace Bully Now!**

### **How To Handle Workplace Bullying**

At the time I wrote this ebook, there is no U.S. Government protection against workplace bullying. Until there is employees don't have a lot of legal recourse in that area. However, the lines of bullying can get blurred with other employee protections like harassment and discrimination.

The following are some things you can do...

- Learn more about workplace bullying
- Realize the bully wants to control you
- Inform management (bully boss/next)
- Always remain calm, cool, collected
- Focus on and promote your good work
- Learn your Basic Employee Rights

### **Keep and maintain accurate records**

(names, dates, time, places, witnesses, what was said and done)

### **Keep all bully documentation**

This includes anything you can use to prove his/her accusations against you are false. If possible try to have witnesses around when you have contact with the bully. Remember the bully is the problem not you.

Try to get the bully to create a paper trail of harassment. This can be an effective tactic to nail the bully. Take a day or two off if necessary to refocus or stay calm. Seeking other employment is always an option. But, this only emboldens the bully.

## Stop The Workplace Bully Now!

### Conclusion

If the bully is your manager or supervisor make them aware that you believe bullying is occurring and also inform human resources.

Be prepared to show specific situations over a period of time that reveal a clear pattern. Also as in every instance of conflict on the job the the number **ONE** thing to remember is to **STAY CALM!** I know that is so easy to say. I have been in situations where the employer tried to "set me up" for provocation hoping I would "go off".

The main objective of most bullies at work is to get you fired or make you quit.

This resource can teach you how not to fall into the workplace bully trap.

[Check it out NOW!!](#)

Warmest Regards,

Yancey Thomas Jr.