



Bullying in the workplace

It is possible to believe that bullying cannot occur within the workplace because it takes place covertly mostly out of sight from supervisors and co-workers. Bullying can occur and it can be subtle within the workspace. Bullying refers to actions or verbal comments that could potentially hurt a person mentally or cause the person to isolate himself or herself from the workplace. Bullying may sometimes involve repeated incidents or a pattern of behaviour that is intended to intimidate or degrade a particular person or a group of people. Workplace bullying can take the form of personal attacks that seem to have little to do with your job. It could also involve spreading rumours, sharing hurtful gossip or innuendo with another co-worker, name-calling, mocking, insulting or ridicule, in face-to-face confrontations. It is however important to note that well-communicated reasonable management actions such as decisions about poor performance, disciplinary actions or monitoring and evaluation of how work is carried out is not considered as bullying.

Research conducted by Dr Juddith Blando which was published by the Forbes magazine showed that 75% of employees surveyed had been affected by workplace bullying, whether as a target or a witness. The US Workplace Bullying Survey also showed that although workplace bullying is not equally split between men (70%) and women (30%), women tend to bully more women than men (more than 65% in both cases). Looking at the effects of workplace bullying, the survey showed that nearly half (46%) of people say that bullying has an adverse impact on their performance at work, and the same amount believe it has a negative effect on their mental health. More than a quarter (28%) say it has a detrimental effect on them physically, and around one in five (22%) have to take time off work as a result of being bullied. More than one in three (36%) people leave their job as a result of bullying.

How Do I Deal with Bullying?

- Understand the bullying
- Even though you may want to, don't isolate yourself.
- Deal with the stress by talking it out with a trusted person.
- Don't see yourself as the problem or victim. Be the hero of your story.
- Never go through it in silence. Speak up.
- Look after your health by eating properly.
- 4 steps to overcome and fight workplace bullying (Forbes magazine)-([Learn more](#))

Technologies developed to help tackle bullying.

- The four workplace bully types: ([Watch now](#))
- Malicious, intimidating and horror stories about workplace bullying: ([Learn more](#))
- How to handle bullying in the workplace: ([Learn more](#))
- 5 powerful apps and resources to help tackle workplace bullying (Forbes.com): ([Learn more](#))
- Bullyfree.Me : an application to help address bullying: ([Learn more](#))
- Stopit app: anonymous reporting, incident management, and emergency reporting: ([Learn more](#))