

U.S. Workplace Bullying Survey

WORKPLACE BULLYING DEFINED

- as repeated mistreatment manifested as either
- verbal abuse, or
 - conduct which is threatening, humiliating, intimidating, or
 - sabotage that interferes with work or some combination of the three

THE LARGEST SCIENTIFIC SURVEY OF BULLYING IN THE U.S.

RESEARCH PARTNERS

WORKPLACE BULLYING INSTITUTE

AND



Zogby International conducted **7,740** interviews to create a representative sample of all American adults in August, 2007. The margin of error was +/- 1.1 percentage points.

KEY FINDINGS

- 37% of workers have been bullied
- Most bullies are bosses (72%)
- Most Targets (57%) are women
- Bullying is 4 times more prevalent than illegal harassment
- 62% of employers ignore the problem
- 45% of Targets suffer stress-related health problems
- 40% of bullied individuals never tell their employers
- Only 3% of bullied people file lawsuits

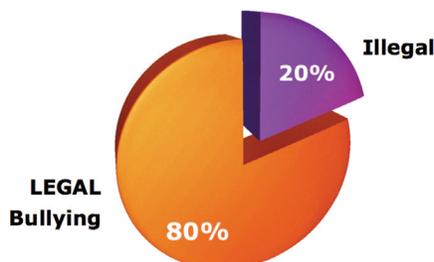
The complete results of the 2007 WBI-Zogby survey can be found online at bullyinginstitute.org.

PREVALENCE

37% of the U.S. workforce (an est. 54 million Americans) report being bullied at work; an additional 12% witness it. **49% of workers.** Simultaneously 45% report neither experiencing nor witnessing bullying. Hence, a "silent epidemic."

A DIFFERENT KIND OF HARASSMENT

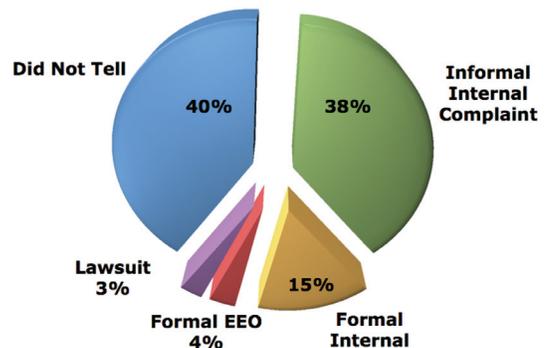
Bullying is 4 times more common than harassment (based on illegal discrimination). In only one of five bullying cases does discriminatory conduct play a role.



BULLYING DAMAGES EMPLOYEES' HEALTH

The mythology surrounding bullying is that targets complain and litigate frequently. **However, 45% of targets had stress-related health problems.** Past research found that targeted individuals suffer debilitating anxiety, panic attacks, clinical depression (39%), and even post-traumatic stress (PTSD, 30% of women; 21% of men). In addition once targeted, a person has a 64% chance of losing the job for no reason.

Despite the health harm, **40% never report it. Only 3% sue and 4% complain to state or federal agencies.**



BULLYING COSTS EMPLOYERS

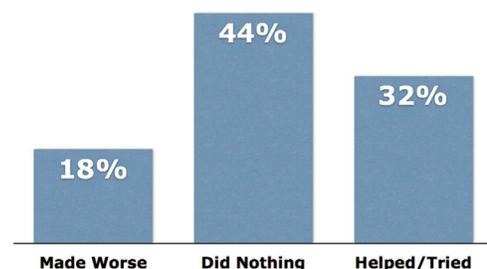
Tangible Costs

- Turnover: recruitment, interviewing, hiring
- Absenteeism/ Lost Productivity
- Workers' Compensation
- Disability Insurance: Short- & Long-Term

Intangible Costs

- Employee Sabotage
- Difficult Recruitment & Retention
- Tarnished Reputation: "Worst Place to Work"

When they are informed about the bullying, U.S. employers either worsen the problem or do nothing. Doing nothing is not a neutral act. But bullying is mostly legal and can be ignored by law.



It might take a law to compel employers to look after their self-interest.

Survey results © 2007
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