

The Truth about Workplace Bullying and Mobbing

Know the reality behind misconceptions about this epidemic

- 1 MYTH: Bullying is a phenomenon only kids experience.**
FACT: Bullying impacts both children and adults. In the workplace, tens of millions of American workers psychologically harassed and/or abused on a regular basis.
- 2 MYTH: Workplace bullying and mobbing make employees tougher.**
FACT: Psychologically harassing and/or abusing employees has NO positive effects for the employee, organization, or society. Employees subjected to workplace abuse incur significant health harm on every level of human well-being: physically, mentally and emotionally.
- 3 MYTH: Employees targeted by bullies are just weak.**
FACT: The employees who are often targeted by bullies are typically the strongest and most productive workers. The employees who psychologically harass them (aka bully) are typically jealous and/or threatened by their co-worker's competence. Targeted employees come from all walks of life, from professional athletes to managers to service workers to teachers and professionals. No one is immune from being targeted by a workplace bully, and no targeted employee is immune to the ill effects of bullying.
- 4 MYTH: Bullying is a normal part of work.**
FACT: Psychologically harassing and/or abusing another human being is a violation of the most fundamental of human rights. It has long been determined there is no place for such behavior in any civilized society. The U.S. workplace should not be an exception.
- 5 MYTH: Workplace bullying and mobbing are against the law.**
FACT: Not specifically. Employers who allow and utilize these methods (mobbing) for fear of liability rely on loopholes in existing law.
- 6 MYTH: Laws that would address workplace bullying and mobbing would create a civility code.**
FACT: While there is nothing wrong with a civil workplace, a law specifically addressing bullying, mobbing, or any other form of harassment would not create a civility code as the proposed bill would not assure civility.
- 7 MYTH: Passing a law will open floodgates of litigation.**
FACT: Not true. When the Occupational Safety and Health Act was enacted to hold employers liable for the physical safety of their workers, the workplace improved significantly.
Employers know how to avoid liability.
- 8 MYTH: Employers already address workplace bullying and mobbing.**
Fact: Most employers do not meet all of the legal standards for unlawful harassment policies, and even fewer address general harassment (workplace bullying). The research on the damaging impact of psychological harassment and/or abuse on employees and organizations has been around for decades. The majority of employers have failed to take effective steps.

