



# Bullying



## WHAT is Bullying?

A form of harassment that involves aggressive acts intended to harm, either physically or psychologically, another person without a proper governmental purpose but with a nexus to employment. <sup>1</sup>



Physical Bullying



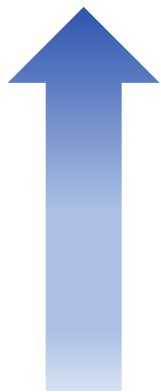
Emotional Bullying



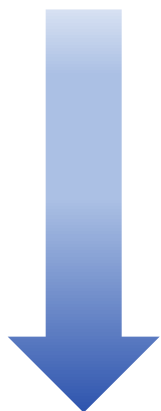
Cyberbullying

## WHY should I care about Bullying?

Bullying negatively impacts the individual, team, and organization.



- Physical health risk<sup>2</sup>
- Chronic illness<sup>3</sup>
- Mental health risk<sup>4,5,6,7</sup>
- Depression, anxiety<sup>8</sup>
- Work absences<sup>9</sup>
- Negative climate



- Job satisfaction<sup>6</sup>
- Trust in leaders<sup>10</sup>
- Unit cohesion<sup>11,12</sup>
- Talent retention<sup>13,14</sup>
- Performance<sup>14</sup>
- Mission readiness<sup>11,12</sup>

## WHO can be impacted by Bullying?

### Individuals<sup>6</sup>



Workplace and Job Satisfaction

### Unit or Team<sup>11,12</sup>



Cohesion and Camaraderie

### Organization<sup>11,12</sup>



Mission of Organization

## WHEN and WHERE

The when and where of bullying go hand and hand and can be difficult to differentiate. In short, the when can be thought of as a broader sense of time *when* bullying occurs and the where can be thought of as a type of event *where* bullying can be observed or seen.

### *When* there is:

Positional power or power imbalances are protected<sup>15,16,27</sup>

Low perceived risk or costs to perpetrators<sup>18</sup>

Feelings of dissatisfaction or frustration in the environment<sup>17</sup>

### Is *Where*:

There is an ability to exert that power over subordinates and there is a lack of accountability

There is little accountability, high value on personal gain, likely weak or toxic leaders<sup>19,20</sup>

High levels of stress, lack of clear goals, role ambiguity are likely<sup>15,16,21</sup>

## HOW can bullying be prevented?

①

### Primary Prevention

Be aware of bullying behaviors and policies<sup>23</sup>

②

### Secondary Prevention

Know how to intervene and report<sup>23</sup>

③

### Tertiary Prevention

Take action through bystander intervention strategies<sup>23</sup>

