

Workplace Bullying: Current Status and Future Directions

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Background: Workplace bullying has emerged as an important organizational issue, particularly in Europe where investigators spearheaded initial research efforts. In the U.S., however, bullying has received less emphasis as the focus has been on high-profile workplace shootings and homicides spotlighted in the media.

Studies of bullying have shown that being on the receiving end of such behaviors results in deleterious effects in worker health and well-being. In terms of cost to the organization, bullying has been associated with absenteeism, higher turnover rate, reduced productivity, and litigation costs. There is literature documenting the link between work organization factors and bullying.

Methods: This presentation will discuss general measurement issues for workplace bullying. It will also provide an overview of the National Organizations Survey (NOS-III), a national telephone survey of U.S. organizations.

Results: This presentation will discuss the prevalence of workplace bullying in general, as well as specific findings from the NOS-III. Results from the NOS-III indicate that 24% of companies reported some degree of bullying occurring during the past year. In the most recent incident, the aggressor was typically an employee and the victim of bullying was also typically an employee.

Conclusions: Findings of the NOS-III as well as other studies indicate that workplace bullying is pervasive. Future research should be aimed at establishing the linkages between workplace bullying and work organization factors in U.S. workers, and at assessing workplace bullying as a psychosocial stressor. The end goal of this process is to develop processes or tools for organizational interventions for workplace bullying and to evaluate the efficacy of these interventions. The presentation will offer suggestions for next steps, with specific emphasis on NIOSH activities.

Learning Objectives:

1. Describe behaviors that are considered workplace bullying
2. Identify risk factors for workplace bullying
3. List potential prevention strategies for workplace bullying

Workplace Violence – Addressing Intimate Partner Violence as a Workplace Issue

Robin R Runge, JD (Pres)

Director, American Bar Association Commission on Domestic Violence, Washington, DC

Learning Objectives: Participants will be able to do the following as a result of the presentation:

1. Identify and recognize legal issues raised by intimate partner violence and its impact on the workplace:
 - What is the connection between intimate partner violence and the workplace – stats on the percentage of victims who lose their jobs because of domestic violence, are harassed at work or experience other problems
 - How to create an environment where you can identify a survivor in your workplace and provide support
 - A review of workplace policies and union contracts that may address intimate partner violence in the workplace
2. Learn what state and federal employment laws are implicated by intimate partner violence in the workplace
 - Overview of Title VII, FMLA, ADA, OSHA, Workers' Compensation and Unemployment Compensation and their intersection with intimate partner violence at work.
 - Overview of similar state laws and newer state employment laws that provide unique protections to victims of intimate partner violence
3. Learn about advocacy tips and tools used to address the legal issues raised by intimate partner violence in the workplace


Intimate Partner Violence and the Workplace

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Background/Objectives: Intimate partner violence (IPV) affects thousands of working people every day. It impacts their ability to care for themselves and their families, work safely and effectively, and impacts the financial strength and success of the companies for which they work. There are steps that employers can take to proactively and effectively address IPV in the workplace.

Methods: One of the most effective ways companies can address IPV at the workplace is through collaborative relationships with other employers. One such example is the Corporate Alliance to End Partner Violence (CAEPV). CAEPV



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