

Bullying in the Workplace

Everyone knows about bullies in the school yard, but grown-up bullies can be just as big of a problem. Workplace bullies can cause serious troubles on the job. We have all had coworkers we just didn't get along with, but workplace bullying is something that is much more sinister than that.

Workplace bullying is considered any negative behavior that demonstrates a lack of regard for other workers. This can include a vast number of disrespectful behaviors including:

- Overruling decisions without a rationale
- Sabotaging team efforts
- Demeaning others
- Verbal intimidation
- Harassment
- Incivility
- Teasing
- Gossiping
- Purposely withholding business information

These behaviors can affect a company's bottom line in a variety of ways. First and foremost, there are serious emotional, psychological, and medical difficulties associated with such incivility.

Bullying can hamper worker productivity and customer service. It can seriously affect a company's bottom line through direct and indirect costs – the costs associated with such behavior can be staggering. Most frightening, though, is the fact that workplace bullying can sometimes incite workplace violence. Bullying and general harassment are far more prevalent than other destructive behaviors covered by legislation, such as sexual harassment and racial discrimination. A recent US study estimates one in five American workers has experienced bullying in the past year.

Over 80% of bullies are bosses. A bully is equally likely to be a man or a woman. The common stereotype of a bullied person is someone who is weak, an oddball or a loner. On the contrary, the target chosen by an adult bully will very often be a capable, dedicated staff member, well liked by coworkers. Bullies are most likely to pick on people with an ability to cooperate and a non-confrontational interpersonal style. The bully considers their capability a threat, and determines to cut them down.

Workplace bullies can create a tremendous liability for the employer and employees by causing stress-related health and safety problems.

Site: www.PRPOonline.net

UC Davis Health System has a Zero Tolerance Standard:

Any disruptive behavior, act of intimidation, threat at violence or act of violence committed against any person / property of UC Davis Health System and campus is prohibited.

UC Davis Health System Policies and Resources:

- 1) http://www.ucdmc.ucdavis.edu/hr/hrdepts/labor_relations/workplace_violence.html
- 2) Workplace violence reporting:
<https://hsjis01.ucdmc.ucdavis.edu/ir/content/index.jsp?s=ucdhsww&>

ASAP offers confidential, cost-free assessment, counseling, consultation and referral services to all UCDHS faculty, staff, and their family members. Whether the problem is work-related, personal, career or relationship focused, ASAP can assist you in evaluating and resolving the problem.

You can call ASAP at 916-734-2727 for an appointment.