

Workplace Bullying Defined

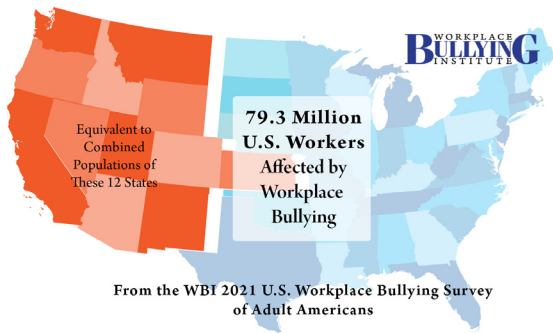
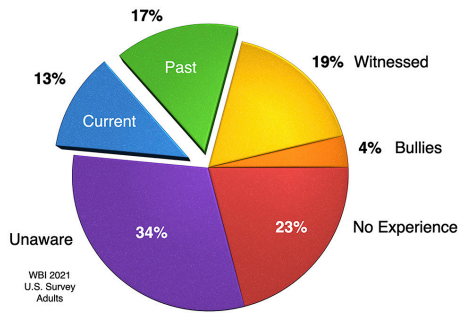
In the survey, it was defined as “repeated mistreatment: abusive conduct that is threatening, intimidating, or humiliating; work sabotage or verbal abuse.”

Headline Results

- 30% of workers bullied (compared to 19% in 2017)
- Estimated 48.6 million Americans bullied at work
- 67% chance of losing job when targeted for bullying
- Managers comprise 40% of those bullied
- Remote workers are bullied at a higher rate than others
- 90% of the public supports a new law to address bullying

Prevalence of Workplace Bullying

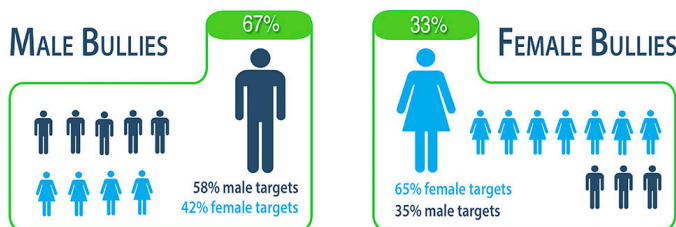
30% of adult Americans report being bullied at work; an additional 19% witness it. For the first time, 4% of respondents reported they were perpetrators. 23% had no direct or indirect experience with bullying, but were “believers.” With 34% unaware and not believing, that left 66% of Americans “aware” of workplace bullying. “Affected” Americans is the sum of the bullied and witnesses -- 49%. 49% of the workforce at the time of the survey was 76.3 million workers. Here is a graphical portrayal.



It is estimated that 48.6 million workers have been bullied at work.

Gender

Bullies are men & women. Women bullies bully women more than men. Same-gender bullying accounts for 61% of all bullying.



WBI 2021 U.S. Survey - Adults

Increased Risk from Remote Work

REMOTE WORKER BULLYING RATE ~ 43%



American Employer Reactions to Bullying

60% of actions taken actually facilitate bullying (are negative for bullied workers and the organization).

Reactions by employer	Adults	
	Proportion	Percentage
Encourage it; Necessary for a competitive organization	.1277	13%
Defend it; When offenders are executives and managers	.1101	11%
Rationalize it; It's an innocent, routine way of doing business	.1132	11%
Deny it; It doesn't happen here, fail to investigate complaints	.1606	16%
Discount it; Consider the impact on people to not be harmful	.0895	9%
<i>Negative reactions</i>	.6014	60%
Acknowledge it; Show concern for affected workers	.1256	13%
Eliminate it; Create and enforce policies and procedures	.1132	11%
Condemn it; Exercise zero-tolerance	.1585	16%
<i>Positive reactions</i>	.3975	40%

Support for a New Law

Question: Do you support or oppose enactment of a new law that would protect all workers from repeated, harmful, abusive mistreatment *in addition to current laws against discrimination and harassment?* 90% of respondents said they either strongly or somewhat supported the supplement to current law.

Support is consistent across the ideological spectrum.

	Support	Oppose	Current Law Is Adequate
Conservative	86%	14%	18%
Moderate	92%	8%	4%
Liberal	92%	8%	2%

WBI 2021 U.S. Survey - 1,002 Adult Americans

About the Survey

WBI commissioned pollster Zogby Analytics to conduct the scientific poll with a representative national sample of 1,215 Adult Americans (MOE +/- 2.8 pts). In addition, a subset of Employed respondents was analyzed.

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