

# Bullying

An act of aggression by a military member or members, or Department of Defense civilian employee or employees, with a nexus to military service or Department of Defense civilian employment, with the intent of harming a military member, Department of Defense civilian, or any other persons, either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her co-workers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means, as well as in person (Deputy Secretary Defense Memo Dec 23, 2015).



The following items are used to assess Hazing on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. Individuals in my workplace who are seen as “different” are targets of:
 

**(Select all that apply)**

  - a. Aggression
  - b. Abusive or malicious pranks
  - c. Active attempts to damage their reputation
  - d. Physical harm
  - e. Psychological harm
  - f. N/A

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> <li>• When these behaviors are not occurring:                             <ul style="list-style-type: none"> <li>○ Higher perceptions that all members are treated respectfully, fairly, and equitably</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Physical injury</li> <li>• Mental distress</li> <li>• An individual is singled out for the purpose of excluding them</li> <li>• Engaging in malicious activities</li> </ul>
Outcomes	<ul style="list-style-type: none"> <li>• Evidence of positive and effective working relationships between team members</li> <li>• Increased trust and respect for each other</li> <li>• High performing teams and high individual and team commitment and motivation to excel</li> </ul>	<ul style="list-style-type: none"> <li>• Erodes mission readiness</li> <li>• Is prohibited in all circumstances and environments, including off-duty or in “unofficial” unit functions</li> <li>• Can cause physical injury</li> <li>• Can cause psychological injury and extreme mental stress</li> <li>• Breaches trust</li> <li>• Destroys morale</li> </ul>

For more information go to Assessment to Solutions on [deomi.org](http://deomi.org). You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor