



## 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).

\*Note: The following question is the actual DEOCS question.

Individuals in my workplace who are seen as “different” are targets of which of the following. Select all that apply:

- Aggression
- Abusive or malicious pranks
- Active attempts to damage their reputation
- Physically harmed
- Psychologically harmed
- N/A

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The following questions can be used to assist in conducting focus groups and interviews.

- What bullying behaviors have you observed in this organization?
- Where do you notice bullying occur?
- How likely are members in your organization to engage in hostile behaviors, such as teasing, belittling, exclusion, and undue criticism toward others?
- How likely are leaders in your organization to engage in hostile behaviors, such as teasing, belittling, exclusion, and undue criticism toward others?
- How would a team member react if they were to observe bullying directed toward another team member?
- What are some strategies that could be used to ensure there are no bullying in your workplace?
- What steps do unit members use to intervene and stop bullying behaviors when they occur?
- How effective are leader/member attempts to stop bullying?
- How can leaders/members be more effective in preventing or stopping bullying?