

Workplace Bullying: Products to Increase Awareness and Prevention Response

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Introduction

- Workplace violence, such as bullying, is the act or threat of violence, ranging from verbal abuse to physical assaults, directed toward persons at work or on duty.
 - The impact of workplace violence can range from psychological issues to physical injury or even death (Occupational Violence, 2016).
- Synonyms for workplace violence include:
 - Workplace incivility
 - Workplace bullying
 - Workplace deviance
 - Workplace aggression
- 30 million (19%) American workers have been or are now being bullied at work.
 - Another 30 million have witnessed it (Workplace Bullying Institute, 2017).
- In sum, such behaviors do not belong in our workplaces and can decrease total force readiness.

Purpose and Goals

- The purpose of creating products on workplace violence, such as bullying and cyberbullying, is to circulate these products on the DEOMI Assessment to Solutions website.
- Predicted outcomes of putting these products online include increased awareness of the prevalence and consequences of workplace bullying, as well as increased knowledge of how to identify, prevent, and resolve workplace bullying.

Table 1. Not Bullying versus Bullying

In order to properly report workplace bullying, it is important to properly identify what constitutes bullying in the first place¹.

Not Bullying (Conflict)	Bullying
Intended to prove their own case to another	Intended to cause some form of harm
Directed towards a problem	Directed towards a specific person/group
Single instance	Pattern of behavior repeated over time
Both sides try to resolve the problem	At least one side cannot resolve the problem
Both sides feel regret afterwards for actions during the conflict	Aggressor feels satisfaction and no regret for his/her behavior
Equal power	Imbalanced power
Constructive	Destructive

¹Understanding the Difference Between Bullying and Conflict, 2014



Table 2. Risk Factors for Bullying

Involvement in bullying and victimization tends to decrease with age² and those in their prime years of work productivity (22-54) are also in the prime years for being targets for workplace bullying, particularly in the age ranges 22-29, 40-44, 45-49, and 50-54³.

BULLIED (Who's At Risk of Being Bullied, 2017)	BULLIES (Who's At Risk of Being Bullied, 2017)
Are perceived as different from their peers, such as being overweight or having a different sexual orientation.	Are aggressive or easily frustrated
Are perceived as weak or unable to defend themselves	Have difficulty following rules/orders
Are depressed, anxious, or have low self-esteem	View violence in a positive way
Are less popular than others and have few friends	Have friends who bully others
Do not get along well with others, seen as annoying or provoking, or antagonize others for attention	Had issues with parental involvement or having issues at home

²Age Trends in the Prevalence of Bullying, 2017; ³Namie, Christensen & Phillips, 2013

Table 3. Forms of Workplace Bullying

Verbal Abuse	Relational Aggression	Physical Aggression	Cyber-Bullying	Work-Related	Sexual Assault /Harassment
Name calling	Causing others to withdraw attention/friendship	Pushing/shoving	Posting/Commenting hostile messages on social media sites	Work undermined (e.g. setting impossible deadlines to meet)	Gender-based harassment/competence undermining
Sexually suggestive/abusive remarks	Exclusion from social activities	Humiliating acts that do not cause bodily harm	Hostile text messages	Belittlement (e.g., unnecessarily harsh criticism)	Hostile work environment
Mocking/teasing/taunting	Withdrawing attention/friendship	Vandalism	Emails	Hostile work environment	Sexual/sexist hostility
Ethnic/racial slurs	Spreading rumors/gossiping	Threatening with weapons or using weapons	Chat sites	-----	Unwanted sexual attention
Threats to safety	-----	Assault (sexual/other)	Gaming	-----	Quid Pro Quo

From Crothers & Lipinski, 2014; Coloroso, 2003

Examples of Product Tools



References

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Product Creation

- Cyberbullying presentation was created via Prezi (<https://prezi.com/>)
- Cyberbullying fact sheet was compiled referencing sources located in the bibliography at the end of the fact sheet.
- Workplace violence video:
 - Actors/actresses: MSgt. Pride, MSgt. Rollins, Ssgt. Henry, SrA Pittman, Crittendon, and various DEOMI civilian and military personnel.
- Editing software used: Adobe Premiere Pro CS6, Adobe Premiere Pro CC
- Equipment used: Canon 305 C100, K-Tek boom mic

Table 4. Summary of Products

Workplace Bullying Video	Cyberbullying Fact Sheet	Cyberbullying Presentation	Workplace Annotated Bibliography
Description: A scenario-based video about various hardships undergone by a target of workplace bullying.	Description: A fact sheet describing various aspects of cyberbullying.	Description: An interactive and visual presentation describing various aspects of cyberbullying.	Description: A compilation of studies on various types of workplace violence.
Showcases: -Cyberbullying -Verbal & nonverbal abuse -Relational aggression -Physical aggression	Showcases: -Explanation/definition -Examples -Effects -Indicators/Symptoms -Solutions	Showcases: -Explanation/definition -Examples -Prevalence -Effects -Indicators/Symptoms -Possible future steps	Showcases: -Reactions to bullying -Effects of bullying -Likelihood of bullying/being bullied.

Best Practice Recommendations

- Recommendation 1:** Leaders should establish a clear no-tolerance policy for workplace bullying and lead as a role model against bullying.
- Recommendation 2:** As a bystander, stepping in against the bullying will help the target, even if it is just lifting their spirits.
- Recommendation 3:** Reporting directly to a trusted non-commissioned officer will provide the best results. Filing a formal complaint will be more beneficial than informally complaining or remaining silent.

Acknowledgments

- This research was supported, in part, by the Office of Naval Research (ONR) 2017 Science, Technology, Engineering, Mathematics (STEM) Internship Program.
- Special thanks are extended to SPC Watford for teaching me about photo and video production and helping me along the way, MSgt. Pride, MSgt. Rollins, Ssgt. Henry, SrA Pittman, Mr. David Crittendon, and various other DEOMI civilian and military personnel for acting in my video, Mr. Feagler for the support throughout the internship, and LT Harris for helping me greatly with the research process and answering my questions.

