

Workplace Bullying

Excerpt from: Wikipedia, the free encyclopedia, verbatim text

Workplace bullying, like childhood bullying, is the tendency of individuals or groups to use persistent aggressive or unreasonable behaviour against a co-worker or subordinate. Workplace bullying can include such tactics as verbal, nonverbal, psychological, physical abuse and humiliation. This type of aggression is particularly difficult because unlike the typical forms of school bullying, workplace bullies often operate within the established rules and policies of their organization and their society.

Bullying in the workplace is in the majority of cases reported as having been perpetrated by management and takes a wide variety of forms:

- Unfair treatment
- Public humiliation
- Regular threats of dismissal
- Any form of undermining behavior
- Credit for work attributed to others
- Denial of promotion or training opportunities
- Quick to criticism and slow praise
- Character assassination
- Malicious rumors
- Smear campaigns
- Social ostracism
- Physical assault

Bullying can be covert or overt as described by Tim Field (see the "Serial Bully") "bullies are deeply prejudiced but at the same time sufficiently devious to not reveal their prejudices to the extent that they contravene laws on harassment and discrimination"

While there is no single formal definition of workplace bullying, several researchers have endeavoured to define it. Some categorize all harmful boss-behaviour and actions of malintent directed at employees as bullying. Bullying behaviours may be couched in humiliation and hazing rites and iterative programs or protocols framed as being in the best interests of employee development and coaching. Others separate behaviours into different patterns, labeling a subset of those behaviours as bullying, explaining that there are different ways to deal effectively with specific patterns of behaviour. Some workplace bullying is defined as involving an employee's immediate supervisor, manager or boss in conjunction with other employees as complicit, while other workplace bullying is defined as involving only an employee's immediate supervisor, manager or boss.

This distinguishes bullying from isolated behaviours and other forms of job stress and allows the term workplace bullying to be applied in various contexts and to behaviours that meet these characteristics.

The complete text may be found on-line. Key-in **workplace bullying**; select workplace bullying – wikipedia, the free encyclopedia.

If you find yourself in a similar situation, report it immediately.

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