## Exactly How Common Do You Think Workplace Bullying Is?



Do you think workplace bullying is an anomaly or fairly common' According to recent research from staffing firm <a href="OfficeTeam">OfficeTeam</a>, 35% of workers surveyed admitted they've had an office bully.

When workers were asked how they responded to a bully:

- 32% said they confronted the person
- 27% told their manager
- 13% quit their jobs
- 17% did nothing
- 11% took other action.

And when HR managers were asked, 'How often do you think office bullying takes place at your company":

- 6% said very often
- 21% said somewhat often
- 35% said not very often
- 38% said never.

Similar research also found that <u>workplace bullying is fairly</u> common in Canada, too.

So what should you do if you're the victim of a bully in your workplace' Here are five tips:

1. **Take a stand.** Avoid being an easy target. Bullies often back off if you show confidence and stick up for

yourself.

- 2. Talk it out. Have a one-on-one discussion with the bully, providing examples of behaviours that made you feel uncomfortable. It's possible the person is unaware of how his or her actions are negatively affecting others.
- 3. **Keep your cool.** Don't stoop to the bully's level. Stay calm and professional.
- 4. **Document poor conduct.** Maintain a record of instances of workplace bullying, detailing what was said or done by the individual.
- 5. **Seek support.** If the issue is serious or you aren't able to resolve it on your own, alert your supervisor, manager or HR department for assistance.

The OHS Insider has a lot of information, tools and resources on workplace bullying, such as:

- The need for employers to <u>take steps to recognize and</u> address increasing levels of workplace bullying and its costly impact
- Cases in which bullying led to a worker's suicide
- Impact of bullying on the <a href="https://bystanders.who.witness.it">bystanders who witness it</a>
- The <u>costs of permitting workplace bullies</u>
- Links between <u>sleep and bullying</u>
- Information on why employers can't tolerate bullying
- A workplace violence infographic.