

**About the Surveys**

The Workplace Bullying Institute (WBI) wrote the surveys and commissioned Zogby International to conduct the only scientific large-sample representative studies of all adult Americans on the topic of workplace bullying.

**Workplace Bullying Defined**

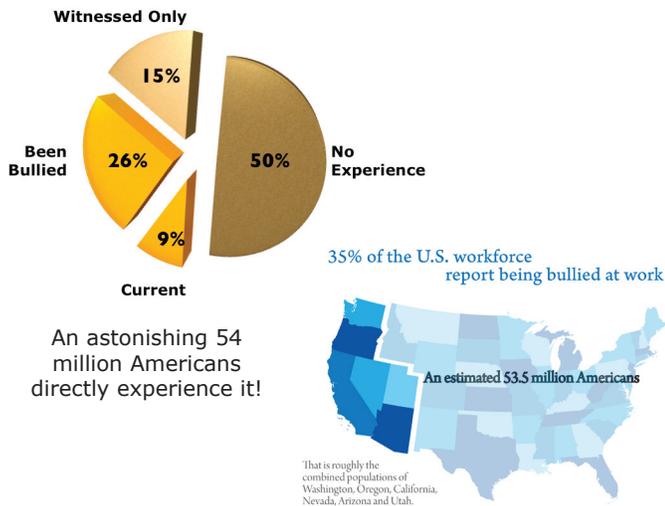
Workplace Bullying was defined as "repeated mistreatment: sabotage by others that prevented work from getting done, verbal abuse, threatening conduct, intimidation, & humiliation."

**Key Findings**

- 35% of workers have been bullied (compared to 37% in 2007)
- 62% of bullies are men; 58% of targets are women
- Women bullies target women in 80% of cases
- Bullying is 4X more prevalent than illegal harassment (2007)
- The majority (68%) of bullying is same-gender harassment

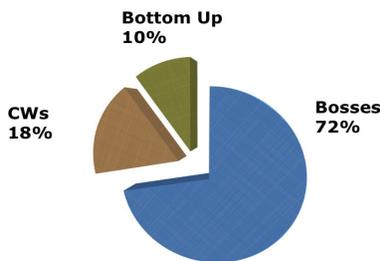
**Prevalence of Workplace Bullying**

35% of adult Americans (an est. 53.5 million Americans) report being bullied at work; an additional 15% witness it. Simultaneously, 50 % report neither experiencing nor witnessing bullying. Hence, a problem of epidemic proportions, albeit largely undiscussable.



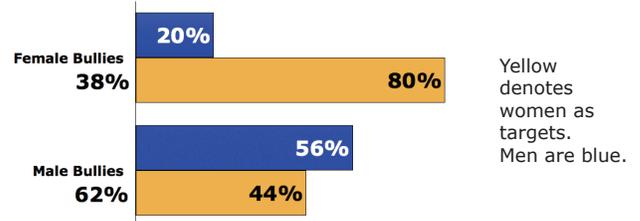
**Stereotype of the Bully Boss is Real**

Though perpetrators can be found at all ranks within organizations, the vast majority of them outrank their targets. They are bosses.

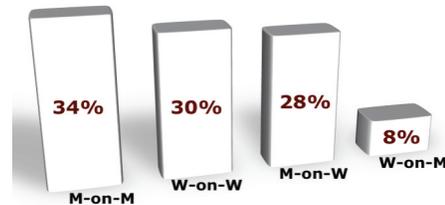


**Gender and Workplace Bullying**

Both men and women bully. Men comprise the majority of perpetrators (62%). Women bullies target other women disproportionately. The latter finding regularly captures media attention.

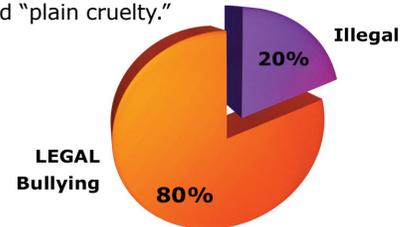


Same-sex bullying -- men-on-men and women-on-women -- account for 64% of all bullying. This illustrates an important aspect of bullying. It transcends gender boundaries.



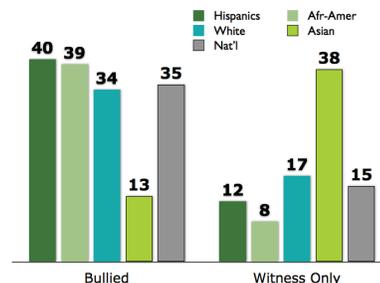
**Bullying is Legal in the American Workplace**

In the 2007 national survey, respondents indicated that in only 1 in 5 bullying cases did the criteria for a status-based discrimination claim exist. In 80% of cases, the harassment was not illegal and could only be considered "plain cruelty."



**Race and Bullying**

Two groups in 2010 reported bullying at higher rates than the national average -- Hispanics and African-Americans. This suggests (1) groups with legally protected status experience status-blind cruelty in addition to discrimination, or (2) there is some same-race bullying occurring, or both. In either case there is an element of harassment not addressed by current legal protections.



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