

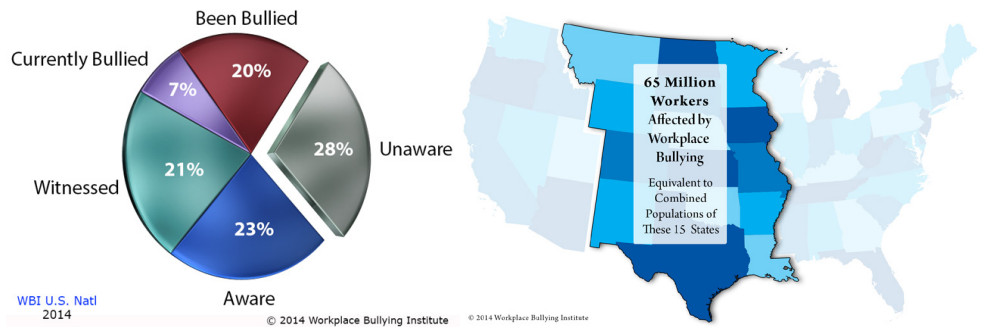
*PSYCHOLOGICAL VIOLENCE • EMOTIONAL ABUSE AT WORK • MOBBING*

**Workplace Bullying remains an American epidemic. It is primarily perpetrated by bosses and men. However, coworkers and women bully to a lesser degree. Awareness of adult bullying has never been higher and the American public wants a law.**

**PREVALENCE**

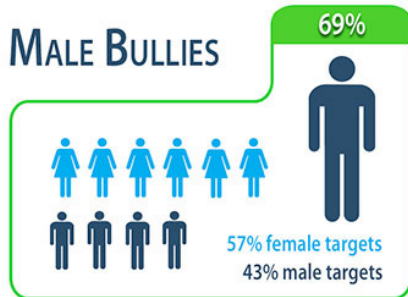
Workplace Bullying was defined as repeated mistreatment; abusive conduct that is: threatening, humiliating, or intimidating, work sabotage, or verbal abuse.

This definition is the one used in the Healthy Workplace Bill. Bullying is “abusive conduct,” referring to its most serious forms only. By comparison with the rate of any disease or malady, bullying is an epidemic.

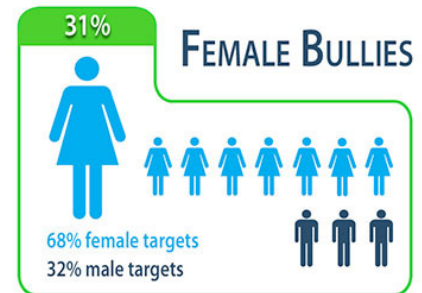


The number of U.S. workers who are affected by bullying – summing over those with direct bullying and witnessing experiences – is 65.6 million, the combined population of 15 states.

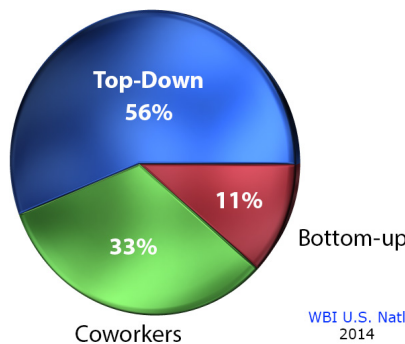
**GENDER**



Though bullies were less likely to be women than men (31% vs. 69%), women bullies were less “equitable” when choosing their targets for bullying. Women bullied women in 68% of cases. In past national Surveys, the percentages were also disproportionately high. It’s clear that men and women bully both women and men.



**BULLY’S RANK**



**KEY FINDINGS**

- 27% have current or past direct experience with abusive conduct at work
- 72% of the American public are aware of workplace bullying
- Bosses are still the majority of bullies
- 72% of employers deny, discount, encourage, rationalize, or defend it
- 93% of respondents support enactment of the Healthy Workplace Bill

**SUPPORT FOR HWB**



**HEALTHY WORKPLACE Bill**