



2021 WBI U.S. WORKPLACE BULLYING SURVEY

The Fifth National Scientific WBI Study
Zogby Analytics, Pollster

2.

THE AFFECTED U.S. WORKFORCE

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2. THE AFFECTED U.S. WORKFORCE

The 2021 WBI U.S. Workplace Bullying Survey was conducted in January 2021. The most recent prior U.S. Bureau of Labor Statistics estimate of the U.S. civilian labor force was in December 2020, approximately 160,537,000 workers. By applying the prevalence proportions from our national sample of Adults (Table 1 in Chapter 1), we were able to estimate the equivalent number of working Americans that correspond to each bullying experience category. The results appear below.

Table 4 Number of American Workers Affected by Bullying

Types of Experiences with Bullying	Proportion	Number
I am experiencing it now or have experienced it in the last year	.1325	21,275,127
I have experienced it before in my work life, but not in the last year	.1703	27,344,560
<i>Total of those with Direct Bullying Experience</i>	<i>.3028</i>	<i>48,619,687</i>
I have seen it happen (in-person or via remote work) to others	.1275	20,472,292
I know, but have not seen, that it happened to others	.0633	10,163,891
<i>Total of those who Witnessed It</i>	<i>.1909</i>	<i>30,652,240</i>
<i>Total of Americans Affected by Bullying</i>	<i>.4938</i>	<i>79,287,984</i>
I am, or have been, a perpetrator myself <i>Self-Identified Bullies</i>	.0411	6,599,303
I have not experienced or witnessed it: I do believe it happens in workplaces	.1349	21,660,488
I have not experienced or witnessed it: I believe that what others consider "mistreatment" happens	.0954	15,318,091
<i>"Believers"</i>	<i>.2303</i>	<i>36,978,580</i>
<i>Total of Americans Aware of Bullying</i>	<i>.6609</i>	<i>106,118,730</i>
I have no personal experience or knowledge of, or an opinion about, abusive mistreatment at work	.3390	54,432,213

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Workers who have been directly bullied number 48.6 million; witnesses number another 30.6 million. The sum suggests that 79.3 million workers have been affected (bullied + witnesses). Below is a graphical depiction of that number by combining the population of the dozen states shaded in red (actually totalling 79.4 million). Remarkably, 4% of the Adults sample declared themselves perpetrators. Assuming an underreporting, 6.6 million is a conservative estimate of the number of bullies operating in organizations. The number of Americans aware that workplace bullying exists nearly doubles the number of people who deny it.

Figure 3

