Workplace Bullying Defined

In the survey, it was defined as "repeated mistreatment: abusive conduct that is threatening, intimidating, or humiliating; work sabotage or verbal abuse."

Headline Results

- 30% of workers bullied (compared to 19% in 2017)
- Estimated 48.6 million Americans bullied at work
- 67% chance of losing job when targeted for bullying
- Managers comprise 40% of those bullied
- Remote workers are bullied at a higher rate than others
- 90% of the public supports a new law to address bullying

Prevalence of Workplace Bullying

30% of adult Americans report being bullied at work; an additional 19% witness it. For the first time, 4% of respondents reported they were perpetrators. 23% had no direct or indirect experience with bullying, but were “believers.” With 34% unaware and not believing, that left 66% of Americans “aware” of workplace bullying. “Affected” Americans is the sum of the bullied and witnesses -- 49%. 49% of the workforce at the time of the survey was 76.3 million workers. Here is a graphical portrayal.

It is estimated that 48.6 million workers have been bullied at work.

Gender

Bullies are men & women. Women bullies bully women more than men. Same-gender bullying accounts for 61% of all bullying.

Increased Risk from Remote Work

REMOTE WORKER BULLYING RATE ~ 43%

American Employer Reactions to Bullying

60% of actions taken actually facilitate bullying (are negative for bullied workers and the organization).

Support for a New Law

Question: Do you support or oppose enactment of a new law that would protect all workers from repeated, harmful, abusive mistreatment in addition to current laws against discrimination and harassment? 90% of respondents said they either strongly or somewhat supported the supplement to current law.

Support is consistent across the ideological spectrum.

About the Survey

WBI commissioned pollster Zogby Analytics to conduct the scientific poll with a representative national sample of 1,215 Adult Americans (MOE +/- 2.8 pts). In addition, a subset of Employed respondents was analyzed.

Gary Namie, PhD, Director
Workplace Bullying Institute
workplacebullying.org
National Office: 360.656.6630

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