

**Workplace Bullying Defined**

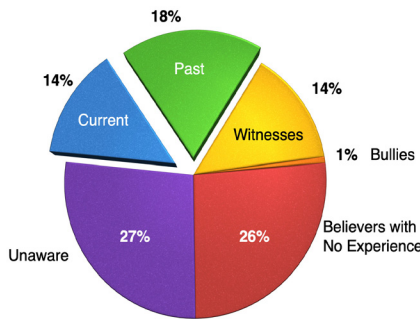
In the Survey, it was defined as "repeated mistreatment: abusive conduct that is threatening, intimidating, or humiliating; work sabotage or verbal abuse."

**Headline Results**

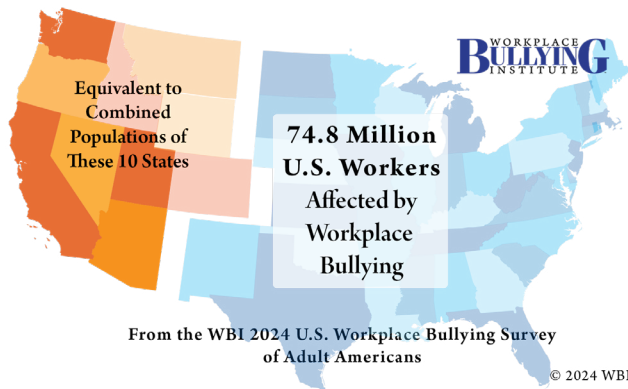
- 32% of Americans are directly bullied, 52.2 million
- Majority of bullying is top-down, 55%; 29% from peers
- 62% chance of losing job when targeted for bullying
- Managers are 38% of those bullied, 54% are non-supervisory
- Hybrid (remote & on-site) workers bullied the most, 51%
- LGBTQ workers bullied at 51% rate, higher than national rate
- 87% of the public supports a new law to address bullying

**Prevalence of Workplace Bullying**

32% of adult Americans report being directly bullied at work; an additional 14% witness it. That means 46% are "Affected." 26% had no direct or indirect experience with bullying, but were "believers." 72% of Americans are "aware"

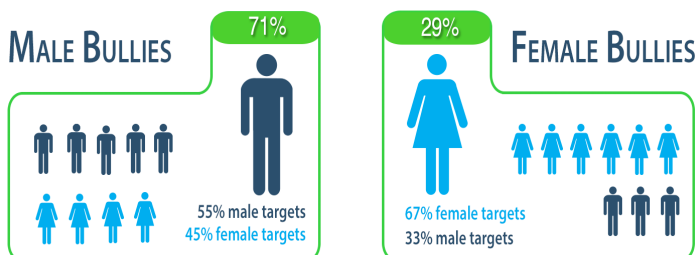


Extrapolating to the workforce at the time of the Survey: 52.2 million workers are bullied; the 46% "Affected" represented 74.8 million workers.



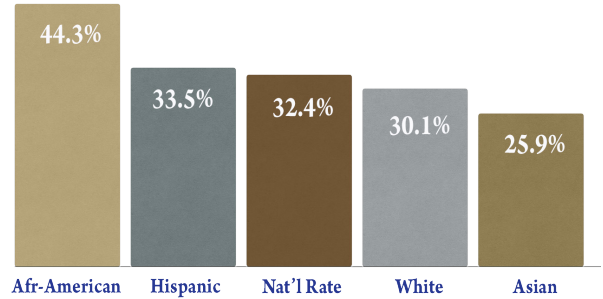
**Gender**

Women & men bully men & women. Men are the vast majority of perpetrators. Women are the slight majority of targets, 51%. Women bullies target women at twice the rate of targeting men.

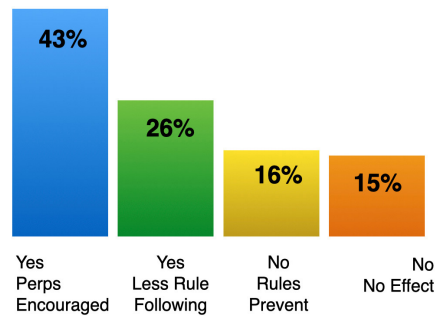


**Race & Workplace Bullying**

Groups ostensibly "protected" by nondiscrimination laws have higher rates of bullying than whites or the national rate.



**Politicians' Bullying Affects Workplaces**



Disrespect shown by public figures increases bullying at work. 69% believe this. The effect takes one of two forms -- encouragement through modeling behavior or granting the license to not follow rules.

**Support for a New Law**

Question: Do you support or oppose enactment of a new law (in addition to existing nondiscrimination & harassment laws) that would require employers to protect their workers from repeated, harmful, abusive mistreatment and give abused workers a right to sue for failing to do so? 87% of respondents said they either strongly or somewhat supported the supplement to current law.

Support is consistent across the ideological spectrum.

Ideology	Support	Oppose	Not Needed
Conservative	.8181	.0496	.1322
Moderate	.7522	.1081	.1396
Liberal	.9150	.0267	.0583
Populist+Socialist	.9307	.0297	.0396

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**About the Survey**

WBI commissioned pollster Zogby Analytics to conduct the scientific poll with a representative national sample of 1,024 Adult Americans (MOE +/- 3.1 pts). The Survey was run Sept. 23-25, 2024.

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 Complete report at [workplacebullying.org](http://workplacebullying.org)  
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