

From [2017 Workplace Bullying Institute \(WBI\) U.S. Workplace Bullying Survey](#)

Gary Namie, PhD, Research Director and National Director of WBI

In the WBI's 2017 National Survey, workplace bullying was defined as repeated mistreatment of an employee by one or more employees including abusive conduct that is threatening, humiliating, or intimidating or work sabotage or verbal abuse.

Bullying is "abusive conduct," referring to its most serious forms only. This is consistent with the definition used in the [Healthy Workplace Bill](#). Even with this high threshold, workplace bullying remains an American epidemic. Bullied individuals pay dearly with the loss of their economic livelihood to stop it. In the absence of legal prohibitions against it, employers are failing to take responsibility for its prevention and correction.

Key Findings

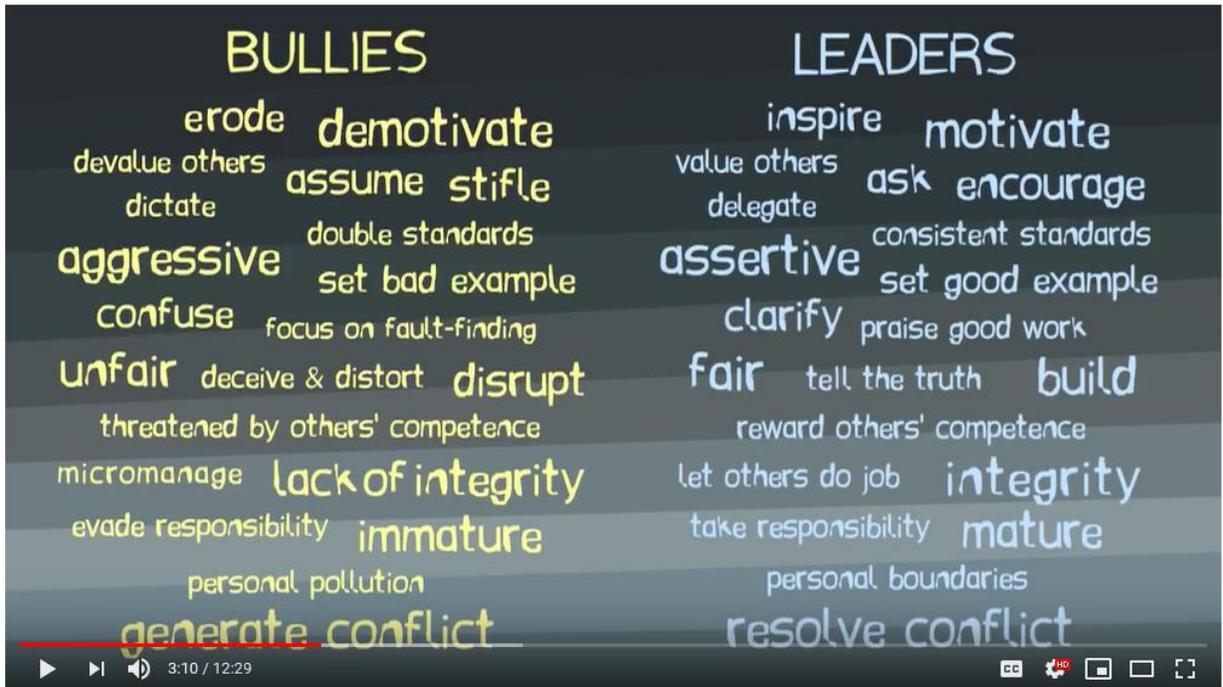
- 38% of Americans are bullied or witness bullying
- 61% of Americans are aware of abusive conduct in the workplace
- 60.4 million Americans are affected by it
- 70% of perpetrators are men; 60% of targets are women
- Hispanics are the most frequently bullied race
- 61% of bullies are bosses, the majority (63%) operate alone
- 40% of bullied targets are believed to suffer adverse health effects
- 29% of targets remain silent about their experiences
- 71% of employer reactions are harmful to targets
- 60% of coworker reactions are harmful to targets
- To stop it, 65% of targets lose their original jobs
- 77% of Americans support enacting a new law
- 46% report worsening of work relationships, post-Trump election

~

From Workplace Bullying: Its Costs and Prevention

60% of bullies in the workplace are men who bully men and women equally, while the remaining 40%, consisting of female bullies, tend to bully women more.

This bullying activity takes a large emotional toll on employees, leading to increased stress, low productivity, absenteeism, depression, anxiety, insomnia, high blood pressure, and post-traumatic stress. It also costs companies large economic losses based on high turnover, retraining of employees, low productivity, sick time due to stress related illnesses, increasing health care costs, and difficulty in hiring. In some studies, these costs are estimated to be over \$250 million annually in expenditures related to health care, litigation, employee turnover, and retraining.



From the video "[Workplace Bullying](#)"