



THE BULLYING PREVENTION AND AWARENESS EDITION

WHAT IS BULLYING?

Workplace bullying can take many forms and may have serious negative impacts on individuals and the workplace environment. If not addressed, bullying often can lead to harassment and/or workplace violence. Whether it is a result of an individual or company culture, everyone benefits from recognizing and stopping this behavior.

Bullying and harassment are often used interchangeably, although there are distinct differences. Both are related to power and control and involve repeated, health-harming patterns of behavior targeted at one or more individuals. When these actions are intended against a protected class (e.g., race, religion, disability), however, it is considered harassment.

DID YOU KNOW?

According to the 2021 WBI U.S. Workplace Bullying Survey:

- **30% Of adult americans are bullied at work, 43% of remote workers are bullied.**
- **76.3 Million workers are affected by workplace bullying.**

(<https://workplacebullying.org/2021-wbi-survey/>)

GET INFORMED

HOW CSEA CAN HELP

CSEA OSH Specialists can provide training, technical assistance, labor-management services, and workplace inspections. They can also help establish a safety & health committee in your workplace.

Contact your OSH Specialist here:

<https://tinyurl.com/contact-CSEA-OSH>

SUBSCRIBE TODAY!

Do you have co-workers who might want to subscribe?

Share this newsletter with them and have them scan this QR code to subscribe.



ANNOUNCEMENTS

The 2022 Statewide Conference on Occupational Safety & Health will be held April 1, 2022 – April 3, 2022 in Saratoga Springs!

Stay tuned...next month a winner will be drawn from our Safety Net Newsletter subscribers!

GET INVOLVED

To help our union plan a better OSH Conference for members, please provide your feedback:



<https://tinyurl.com/CSEA-OSH-Conference-22-Survey>

KNOWLEDGE IS POWER

DEALING WITH WORKPLACE BULLYING

Actions You Can Take

Although there are few laws and regulations against bullying, it is important to record incidents that occur. To take action, you must provide proof or documentation:

- Bullying Incident Report Form
<https://tinyurl.com/CSEA-bullying-report-form>

To learn more about how bullying relates to harassment and workplace violence, or for guidance on preventative measures and solutions, check out our fact sheet:

- Bullying Prevention Fact Sheet
<https://tinyurl.com/OSH-Bullying-Prevention>

If you were assaulted or threatened physical harm, then your incident is workplace violence and must be reported using the workplace violence prevention system.

For more guidance, tools, and resources, visit <https://tinyurl.com/CSEA-OSH-Resources> and click on Workplace Violence.