Workplace Bullying and Harassment

Bullying and Harassment in the Workplace Developments in Theory Research and Practice Second Edition | 0b40f177a9ba75cbdbafc8a24d7d7

Workplace Bullying and Harassment

The Bully-Free Workplace

Higher education leaders, managers, human resource professionals, faculty, and staff increasingly face unceasing bullying behaviors in academic. This can manifest itself as constant public humiliation by a new department chair, exclusion of a contingent faculty member, undermining of work performance by a supervisor, stalking by a staff member, or taunting. As higher education institutions continue to face budget pressures and external financial challenges, bullying and harassment in academia is more than ever at the forefront of administrators’ minds. This is where the Bully-Free Workplace can help.

In this timely, provocative book, Jeffrey Pfeffer contends that many modern management commonalities such as long hours, work-family conflict, and economic insecurity are toxic to employees—hurting engagement, increasing turnover, and destroying people’s physical and emotional health—while also increasing financial costs. He argues that a culture of bullying and harassment should be as important to our understanding of “good” and “bad” workplaces as is a culture of “positive” and “negative” management. Pfeffer draws upon substantial evidence and numerous examples from all over the world to expose the vitriolic truth about modern work life: even as organizations allow management practices that actually sicke and kill their employees, those policies do not enhance productivity or the bottom line, thereby creating a lose-lose situation. 

Explores 12 important topics, including layoffs, health insurance, work-family conflict, work hours, job autonomy, and why people remain in toxic environments. Pfeffer offers guidance and practical solutions that all of us—employees, employers, and the government—can use to enhance workplace well-being. We must wake up to the dangers and enormous costs to today’s workplace, Pfeffer argues. “Dying for a Paycheck” is a clarion call for a social movement focused on human sustainability. 

Bullying and harassment of work - epidemiological and psychosocial aspects

A comprehensive resource which sets forth the laws and developments on workplace bullying, violence, harassment, discrimination and stress in over 50 countries worldwide. Occupational health and safety laws have long dealt with physical risks, and psychological risks are now being treated similarly. The costs of bullying, violence, and discrimination at work are huge and far-reaching. This resource will aid those in the legal, human resources, health and safety, and management fields stay abreast of laws and developments. Academics will also benefit.

Preventing Bullying and Harassment

"Preparing students for a standardized test is a monumental task, while equipping them for social and interpersonal conflict is ever a bit more challenging. This line-part series helps you navigate the dilemma surrounding bullying, peer pressure, prejudice, and unresolved anger— with an additional program focusing especially on conflict management and resolution. Emphasizing character-building as a prime ingredient in overcoming conflict, the series uses no-nonsense dramatizations, candid ‘school hallway’ interviews, and expert commentary to define basic ideas, illustrate ways in which conflicts often play out, and ultimately present methods for diffusing them—based on honesty, awareness, and respect for others."—Publisher’s web site.

Bullying, Violence, Harassment, Discrimination and Stress

Is bullying really that bad? Why do some people just watch it happen? How do you know if it is bullying or strong management? What kind of leaders are able to create positive working environments? The effects of bullying on organizations and individuals can be devastating and can adversely affect both the workers themselves and the productivity of the organization that they work for. This book explores the impact of bullying from the perspective of both the employee and the organization in which they work. In addition to describing the negative outcome of bullying, Workplace Bullying also looks at ways to promote resilience and the opportunity for growth and learning to take place. Divided into four sections, this book covers: the impact and symptoms of workplace bullying individual interventions organizational interventions underlying causes and future considerations. Workplace Bullying is essential reading for anyone responsible to help and support workers involved in bullying as a victim, supporter, or investigator. It offers organisations a chance to create an environment that will not only build a more resilient workforce, providing appropriate and effective interventions, but also provides solutions that will lead to the possibility of individual and organisational growth and development.

Dying for a Paycheck

While there have been countless studies of bullying and harassment in schools, none have examined the key gender issues related to these behaviors. In her new book, Meyer does just that and offers readers tangible and flexible suggestions to help them positively transform the culture of their school and reduce the incidence of bullying and harassment. The book features sections that speak specifically to administrators, teachers, counselors, student leaders, and community and family members. Integrating research, theory, and practical ideas connected to issues of sex, gender, sexual orientation, bullying, and harassment, this timely book: Defines important terms, such as bullying, (heterosexual) harassment, sex-oriented harassment, and harassment because of gender nonconformity. Provides an easy-to-read overview of the legal issues involved in addressing gender and harassment in schools. Offers an annotated list of educational resources on homophobic bullying and harassment, as well as a detailed checklist of steps to aid educators reduce gendered harassment in their schools. Elizabeth J. Meyer is an instructor at McGill University and a researcher at the Centre for Study of Learning and Performance at Concordia University, Montreal, Quebec. In this smart, brave book, Elizabeth Meyer speaks clearly and sensibly about differences that make a difference in children’s lives. “From the Foreword by Lyn Nak Brown, Professor of Education, Colby College; author of Girlfighting “Bullying and harassment remain serious impediments to learning for far too many students. This thoughtful book, Dr. Meyer helps readers understand why this troubling behavior occurs and persists, and offers clear and easy-to-implement action steps for both individuals and institutions that are truly committed to creating environments where all people can thrive. This book is a must-read for educators, parents, and students, and I highly recommend the latest in this series.”—Sheryl R. Steinberg, Academic Director, The Paulo and Nita Freire International Project for Critical Pedagogy “Meyer’s work moves the bullying discussion far beyond worry, fear, and ignorance—she demands that we critically understand both the causes and effects involved in this societal ill, then instructs us in efforts to end it.”—K. L. Kidder, Professor, McGill University; author of “Elizabeth Meyer’s important new work reflects an inclusive understanding of adolescent peer dynamics. She deepens our understanding of the ways harassment limits the potential of every student. Meyer’s powerful argument—that anti-gay harassment policies help all of us—has original and undeniable.”—Rachel Simmons, author of Odd Girl Out: The Hidden Culture of Aggression in Girls.

Bullying and Sexual Harassment

Bullying is a comprehensive and informative book for the busy manager on the values that organizations should promote with respect to bullying, harassment, and sexual harassment in the workplace. It also outlines best practice responses to these difficult situations.

Bullying, Victimization, and Peer Harassment

Preventing and managing workplace bullying, including sexual harassment, is not just a ‘feel good’ exercise, or something organizations should only do when they are faced with a complaint. It is part of core business. Employers and managers have a duty of care as part of occupational health and safety laws to prevent and manage workplace injuries. This book shows you how to recognize bullying and sexual harassment in the workplace, implement procedures to control risk, taking action when things go wrong. A range of tools and tips are included throughout the text to help the reader get started quickly. Stemming from a solid and extensive research base and with reference to up-to-date legislative requirements, Preventing and Managing Workplace Bullying and Harassment is essential reading for anyone in business today.

The Workplace Bullying Handbook

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Bullying and harassment threaten academic achievement and mental health in our schools. Look beyond your work with individual students to address these problems in their larger context! This book presents enlightening empirical studies and reviews of the literature on peer harassment, bullying, and victimization. Designed to expand your knowledge and understanding of these topics. bullying, Peer Harassment, and Victimization in the Schools. The Next Generation of Prevention documents the widespread nature of the phenomenon of bullying and harassment, and provides practitioners with specific, evidence-based guidelines for effective preventive action. From the editors: The problem of bullying, peer harassment, and victimization is a serious one in our schools. It greatly affects the climate for learning and productivity and the emotional health of students and staff. This book provides a useful theoretical and developmental perspective and a detailed way to help you understand how and why bullying and harassment practices and problems are and how they threaten both academic achievement and mental health within our schools. Taken a longitudinal and developmental perspective, the book begins to outline the next generation of research in this field that will shape knowledge and practice for the next few decades. For practitioners, the book is a call to action, particularly at the school-wide level, focusing on reducing the substantial social/emotional harm done to perpetrators, bystanders, and especially, victims. Bullying, Peer Harassment, and Cruelty in the Schools provides vital information on: what mental health professionals can do to prevent and respond to sexual harassment in schools the relationship between middle-school adjustment and bullying aggressive behavior and friendship patterns in immigrant children school-based intervention strategies the relationship between the cultures of childhood and sexual harassment—from developmental, domestic violence, and legal perspectives risk factors and protective factors affecting victimization and more! It has been estimated that bullying affects more than half of the students in American schools. This book can add significantly to your ability to combat and prevent this pervasive problem. It is useful for the quality of education received by students in your community!

New Perspectives on Bullying

Bullying and harassment are increasingly recognized as major problems in the workplace. This training manual previously published by Learning Curve Publishing, and now in a revised and updated version offers materials to support learning about the prevention of bullying and harassment, how to respond when they occur, and how to address them. The second edition of this easy-to-use, practical handbook for managers and line staff is suitable for the training of both managers and frontline staff. It will help raise awareness and understanding; support committed individuals and organizations to pursue a safe, harassment-free working environment; and convey others of the benefits of tackling bullying and harassment, as well as the problems that these raise. The twelve chapters can be delivered as a complete program, can be prioritised to meet specific circumstances, and can be customised to meet individuals' requirements. Clearly written by an expert in the field, this manual will help to lay the foundations for understanding the complexities it involves. As practitioners are challenged to understand the value of promoting dignity at work and are well equipped to do so. It is an essential resource for people committed to making the workplace a humane and dignified setting, free from bullying, harassment, and victimisation.

A Practical Guide to the Law of Bullying and Harassment in the Workplace

This volume encapsulates the twin purpose of highlighting topics beyond the purview of themes commonly associated with workplace bullying, emotional abuse and harassment, and of presenting insights into those occupations, professions and sectors which either have received extensive research attention or hold a pronounced propensity to trigger workplace bullying, emotional abuse and harassment. Section 1, which comprises specific topics, depicts the intersection between workplace bullying, emotional abuse and harassment and specific circumstances such as whistleblowing and customer abuse or particular attributes such as violence and elitism. So doing, it extends the boundaries of the substantive area, stimulating new themes for further inquiry and indicating new areas for action. Section 2 draws attention to how whistleblowers' interests in particular kinds of tasks and livelihoods due to job design, work organisation, power dynamics and employment patterns lead to the emergence of occupations, professions and sectors such as academic, nursing, law, hospitality, precarious work and so on is covered, reflecting emergent developments in the labour market as so to include those with long-standing and considerable research findings and those where empirical inquiries are more recent.

Handbook of Research on Cyberbullying and Online Harassment in the Workplace

Despite headlines that all harassment among youth as bullying, there is in fact a difference between sexual harassment and bullying. This book discusses the similarities and important differences between the two, offering firsthand accounts from victims and others involved in combating the activities that victimize students. It provides parents, youth advocates, school leaders, and other concerned adults with practical steps to partner with schools to prevent and intervene on the behaviors that can help kids stay safe. The book clearly identifies the steps to take to hold schools accountable when a student has been harassed or bullied, even when the school is not stopping the behavior. Providing examples throughout the work, Strauss helps readers become better acquainted with the various activities that constitute sexual harassment and bullying and what they can do to combat the problem.

Tackling Bullying and Harassment in the Workplace

Bullying is not only a problem that immediately affected by the experience but also for wider society. Bullying and harassment have a negative impact upon individuals but also has consequences for the economy, productivity, morale and wellbeing. Acquiescence to bullying and harassment sets the tone for a long-lasting culture which is the old ways of bullying is not a legal handbook or a procedural guide but is a book about behavior and its consequences. Published as an easy to use format the book is divided into distinct sections which ease you through key areas relating to the bullying and harassment of adults: Understanding human behaviour Seeing the bigger picture. The relationship between prejudice and discrimination with harassment and bullying. Creating awareness that bullying and harassment are on a continuum of behaviours Recognising how bullying and harassment is manifested in the workplace and what to do when bullying and harassment happens. The book is useful for: Individuals who have experienced bullying and harassment. This book is easy to read and is aimed at helping bullying and harassment victims. The book provides support to someone who is being bullied or harassed in order to increase understanding of what the individual is going through; Organisations and others to recognise the moral issues and wider implications of bullying and harassment and its insidious nature in eroding a culture of respect.

Workplace Bullying in Higher Education

The author offers leaders practical tools and strategies to achieve legally based and ethically sound approaches to dealing with and preventing bullying in schools.

Sexual Harassment and Bullying

Designed as an easy-to-read, practical handbook, the Workplace Bullying Handbook is a single resource that enables anyone to effectively take action when they are confronted with a potential bullying problem at work.

Bullying and Harassment

The Shield of Silence looks at the culture of the workplace and its impact on women and other groups who bear the impact of sexual harassment, bullying, feed and inappropriate remarks, and other experiences that can negatively impact the experiences of people each day.

Bullying and Harassment in the Workplace

"Extremely useful background reading for pre- and in service teachers especially, but not only, of pre-adults. "The Teacher Trainer "There are no muddled thoughts or fudging of issues here: Rigby deals head on with difficult issues, and the book has a nice literary style that is a pleasure to read," ambitious and creditable achievement, with many excellent sections that break new ground while remaining equally accessible to practitioners and researchers. "- Educational Research "This book is written in a lively style, and is comprehensive. "- Professional Social Work "Ken Rigby's important book, New Perspectives on Bullying, is a useful drawing together of a range of research on bullying and should prove a good general reference point. "- Cambridge Journal of Education "Anybody developing a policy on dealing with bullying should read this book. "- Prime Focus "Rigby's book is a fantastic reference source for anyone who is at all concerned with, or interested in, the issue of bullying. It could well serve as a springboard for a multitude of research projects. At the very least, the book will provide you with a summary of the very latest research on the subject. "- Prime Focus "Written by Ken Rigby, this draws on the author's extensive research to examine how bullying is being understood in different societies and offers critical appraisal of the supposed ways of tackling it. The author defines bullying as the systematic abuse of power, therefore making it a vital issue for society at large - not just schools but the workplace, prison and the home. " - Young People Now Magazine "This book is an attempt to describe how the problem of bullying has been, and is being, conceptualised and understood; to explain what researchers and educators (and others) are saying about why there is so much bullying going on; and to examine what solutions are being canvassed. "Bullying is a phenomenon one can literally find everywhere. It is time that our perspective on bullying extended further afield. In a way, this book is a testing of the water. It is the first book that has attempted to examine bullying comprehensively. If I am right in thinking that an examination of bullying as "the systematic abuse of power", and that this is in large part due to society's nature, not just in schools, then we should indeed be useful to consider bullying in a wide range of contexts not only in schools, the workplace and prisons, but also in and outside the home. "- Ken Rigby, from the Preface This book takes its subject matter bullying behaviour in a wide range of settings, including kindergartens, schools, the workplace, in sports and prisons. Examining bullying in each of these areas, it discusses alternative views and perspectives on bullying, highlight bullying and consider what can be done to tackle the problem effectively. "The concept of bullying is largely ignored by researchers and practitioners. It is often linked with the idea of bullying as an act of violence or aggression. The concept of bullying is often seen as a way to scapegoat individuals who are perceived as being different. "- the defining characteristics of bullying "the harm that bullying does "the role of gender, race and culture "children's and adults' attitudes to, and perceptions of bullying "current views on methods of prevention and intervention This book will provide readers with a solid foundation for understanding bullying in many manifestations. It also provides practical and critical discussion of suggested ways of tackling bullying for professionals dealing with it in their field, providing valuable guidance in combating an ever-present problem.

Indian Perspectives on Workplace Bullying

The agenda of respectful workplaces is no more urgent than in the context of workplace bullying, emotional abuse and harassment. This becomes even more significant in the face of mistreatment linked to social identity and national culture. The chapters constituting Section 1 speak to the spectrum of primary, secondary and tertiary prevention. What is needed is to tackle workplace bullying, emotional abuse and harassment as well as organisational-related mechanisms, therapy, collective action and legislation are described. The challenges of actual practice and the contours of effectiveness are pinpointed. The increasing recognition of the conflation between category-based harassment and workplace bullying, and the burgeoning cross-cultural lens of the substantive area are captured through the chapters of Section 2. Identifying reviving around gender, sexuality, disability, caste and ethnicity, the chapters speak to the need for a combined commitment, underpinning the need to explore the dynamics of these situations in terms of causes, manifestations and consequences. Variations in the unfolding of negative acts due to cultural influences have been found, emphasizing that though bullying is universal, it has country-specific characteristics.

Workplace Bullying

A landmark book that blazed light on one of the world's dirtiest secrets, The Bully at Work exposed the destructive, silent epidemic of workplace bullying that devastates the lives, careers, and families of millions. In this completely updated new edition based on an updated survey of workplace issues, the
Bullying and Emotional Abuse in the Workplace

The book Power Balance, Bullying and Harassment in Academia and the Global (Local) Workplace introduces a candid and open discussion on a sensitive topic. Breaking the "code of silence" on bullying and harassment (including sexual harassment) in academia and the global workplace is the central theme of this book. The author advocates a call to action to hold perpetrators and the executive leadership teams of higher education institutions and corporate organizations accountable and responsible for bullying and harassment as a workplace problem. The book aims to raise the bar for ethical considerations in working with employees who may be vulnerable in the global workplace; to call out the perpetrators of bullying and harassment in the global workplace and academe; to ensure that the mental wellbeing of employees is a priority; to place responsibility and accountability for bullying and harassment in the global workplace on the shoulders of the executive leadership teams of the highest echelons in both the local and global workplace. The book is a call to action that bullying and harassment in the workplace should end. It is a call to action for academe and the workplace to rise to the occasion. The book concludes with a call to action for all stakeholders to rally behind the need to address bullying and harassment in the workplace.

BullyProof Yourself at Work!

This practical guide explains how the law on bullying and harassment in the workplace presents the evidence on its prevalence, risk groups, antecedents and outcomes. It explains bullying and harassment in the workplace. The book highlights that bullying and harassment are often complex and multidimensional phenomena, and that understanding the factors that contribute to their occurrence is crucial for effective prevention and intervention. The book also discusses the role of sexual harassment in the workplace, and how to prevent it. It provides practical guidance on how to deal with issues when they arise. The book concludes with a call to action for all stakeholders to rise to the occasion and address bullying and harassment in the workplace.

Bullying at Work

This practical guide explains the law on bullying and harassment in the workplace works. How the law defines bullying and harassment in the workplace. How the law empowers individuals to take action. It explains that workplace bullying is not a normal part of the workplace, and that it should be treated appropriately. It provides guidance on how to deal with issues when they arise. The book concludes with a call to action for all stakeholders to rise to the occasion and address bullying and harassment in the workplace.

Dealing With Bullying

A guide for school administrators offers information on the legal issues surrounding bullying and harassment. It provides guidance on how to deal with issues when they arise. The book concludes with a call to action for all stakeholders to rise to the occasion and address bullying and harassment in the workplace.

Dignity and Inclusion at Work

This practical guide explains how to address bullying and harassment in the workplace. It provides guidance on how to prevent and address bullying and harassment. It explains that bullying and harassment are not normal parts of the workplace, and that they should be treated appropriately. It provides guidance on how to deal with issues when they arise. The book concludes with a call to action for all stakeholders to rise to the occasion and address bullying and harassment in the workplace.

Preventing Bullying Through Science, Policy, and Practice

This practical guide explains how to address bullying and harassment in the workplace. It provides guidance on how to prevent and address bullying and harassment. It explains that bullying and harassment are not normal parts of the workplace, and that they should be treated appropriately. It provides guidance on how to deal with issues when they arise. The book concludes with a call to action for all stakeholders to rise to the occasion and address bullying and harassment in the workplace.
Bullying and Harassment in the Workplace

Bullying on the success of two earlier best-selling editions from 2003 and 2011, this benchmark text and highly cited reference work now appears in its third edition. This book is a research-based resource on key aspects of workplace bullying and its remediation, which: Covers the nature and complexities of bullying and harassment in the workplace Presents the evidence on its prevalence, risk groups, antecedents and outcomes Examines cyberbullying and harassment in the digital world Describes the role of bystanders and the coping possibilities of victims Discusses prevention, intervention, and the management of specific cases Explains legal perspectives, the role of HR and of internal policies Provided by leading experts in the field and presenting contributions from subject experts, it provides state-of-the-art reviews of the main themes in the field, as well as practical remedies and solutions at individual, organizational and societal levels, providing a much-needed update and expansion of the original work, as the research and literature on this problem with its manifold detrimental effects has expanded radically over the last decade. This book should be of interest to all scholars in the field of organizational behavior and social processes at work. In particular, the book is a much-needed tool for bachelor, master and PhD students, new and experienced researchers in the field, advanced practitioners and policy makers, including labor inspectors, union representatives, HR-personnel, lawyers, management consultants, and counselors in private practice, family physicians and occupational health practitioners, to name a few.

School Bullying

“Intelligent, funny and passionately heart-felt. A book about work-place bullying for the twenty-first century.” Social critique and anti self-help manual that is a comic examination of how the workplace bully goes about his or her business, constantly avoids consequences, and thrives within a blinkered organization that accepts this behavior as “normal.” Holding up a distorted mirror to society, this book will enable managers and workers to see the true nature of the culture in which we work. It throws the spotlight on a subject that is prevalent in every aspect of our society today but one which is, too often, never confronted. “Bullying for Beginners” also breaks the silence - using a tragi-comic perspective - that has long protected the Bully and the culture that supports bullying practices.

Bullying for Beginners

A comprehensive examination of theory, research, prevention and intervention, and professional practice issues - in one source. Teasing, shaming, and bullying can have serious detrimental effects on both victim and perpetrator. Bullying, Victimization, and Peer Harassment: A Handbook of Prevention and Intervention comprehensively gathers emerging research, theory, and effective practice on this subject into one invaluable source. This thorough review of a wide spectrum of innovative, evidence-based practices targets the complex problems of victimization, peer harassment, and bullying in our schools.

Gender, Bullying, and Harassment

At long last a guidebook for employers that discusses workplace bullying from America's unrivaled leaders and creators of the workplace bullying consulting institute. Managers will learn how and why to stop bullying; prepare executives to lead the campaign and to resist undermining efforts of subordinates; and create a new, positive role for human resources. Outlining the required steps, The Bullying-Free Workplace includes information on how to create a preventive policy that brings consequences, like never before, when violated. The authors discourage half-hearted, short-term fixes that are prevalent today, and present their signature Blueprint methodology to successfully protect employee health and eradicate the psychological violence from organizations.

Tackling Bullying and Harassment in the Workplace

Bullying, Peer Harassment, and Victimization in the Schools

Bullying on the success of two earlier best-selling editions from 2003 and 2011, this benchmark text and highly cited reference work now appears in its third edition. This book is a research-based resource on key aspects of workplace bullying and its remediation, which: Covers the nature and complexities of bullying and harassment in the workplace Presents the evidence on its prevalence, risk groups, antecedents and outcomes Examines cyberbullying and harassment in the digital world Describes the role of bystanders and the coping possibilities of victims Discusses prevention, intervention, and the management of specific cases Explains legal perspectives, the role of HR and of internal policies Provided by leading experts in the field and presenting contributions from subject experts, it provides state-of-the-art reviews of the main themes in the field, as well as practical remedies and solutions at individual, organizational and societal levels, providing a much-needed update and expansion of the original work, as the research and literature on this problem with its manifold detrimental effects has expanded radically over the last decade. This book should be of interest to all scholars in the field of organizational behavior and social processes at work. In particular, the book is a much-needed tool for bachelor, master and PhD students, new and experienced researchers in the field, advanced practitioners and policy makers, including labor inspectors, union representatives, HR-personnel, lawyers, management consultants, and counselors in private practice, family physicians and occupational health practitioners, to name a few.

Preventing and Managing Workplace Bullying and Harassment

Given users’ heavy reliance of modern communication technologies such as mobile and tablet devices, laptops, computers, and social media networks, workplace cyberbullying and online harassment have become escalating problems around the world. Organizations of all sizes and sectors (public and private) may encounter workplace cyberbulying within and outside the boundaries of physical offices. Workplace cyberbullying affects the entire company, as victims suffer from psychological trauma and mental health issues that can lead to anxiety and depression, which, in turn, can cause absenteeism, job turnover, and retaliation. Thus, businesses must develop effective strategies to prevent and respond to issues from becoming too large to manage. The Handbook of Research on Cyberbullying and Online Harassment in the Workplace provides in-depth research that explores the theoretical and practical measures of managing bullying behaviors within an organization as well as the intervention strategies that should be employed. The book takes a look at bullying behavior across a variety of industries, including government and educational institutions, and examines social and legislative issues, policies and legal cases, the impact of online harassment and disruption of business processes and organizational culture, and prevention techniques. Featuring coverage on a broad range of topics such as sexual abuse and trolling, this book is ideally designed for business managers and executives, human resource managers, practitioners, policymakers, academicians, researchers, and students.

Special Topics and Particular Occupations, Professions and Sectors

Bullying and harassment are increasingly recognized as major problems in the workplace. This training manual is? previously published by Learning Curve Publishing and now in a revised and updated version it offers materials to support learning about the prevention of bullying and harassment, how to respond when they do occur, and how to deal with the aftermath. The book is suitable for the training of both managers and front-line staff. It will help raise awareness and understanding; support committed individuals and organizations to pursue a safe, harassment-free working environment; and convince others of the need for change. The book explores the concept of bullying and harassment at work and its measurement, documenting the incidence and consequences of the problem. The book explores a variety of explanatory models and presents available empirical evidence that sheds light on where, when, and why bullying develops. It contains a wide range of contributions on the possible remedies for prevention and minimization of the problem for management when it occurs, and for healing the wounds and scars it may have left on those exposed.

Harassment & Bullying In the Workplace

Over the last decade or so research into bullying, emotional abuse and harassment at work, as distinct from harassment based on sex or race and primarily of a non-physical nature, has emerged as a new field of study. Two main academic streams have emerged: a European tradition applying the concept of 'mobbing' or 'bullying' and the American tradition