

# STOP BULLYING!

## BULLYING AT THE WORKPLACE

### WHAT IS BULLYING?

**Bullying** = subtle form of violence

**Bullying** ≠ a single act, but a series of recurring attacks



### CENTRAL FEATURES

- Targeted harm
- Repetition
- Imbalance of power

### SPECIAL CHARACTERISTICS

- Dynamics in corporate hierarchies
- Role of power structures
- Influence of corporate culture



### EFFECTS

- Demotivation
- Strong distrust
- Nervousness
- Social withdrawal
- Feelings of powerlessness
- Inner resignation
- Performance and thinking blocks
- Health consequences



### PREVENTIVE MEASURES

- Establishing an early warning system for bullying
- Conducting training sessions
- Establishment of bullying task forces and complaint systems
- Promotion of an employee-centered work environment

### INTERVENTIONS

- Seeking support within the company
- Contacting external counseling services
- Keeping a bullying diary
- Setting clear boundaries with the perpetrator

