



Remote
Health



Course materials

Stop bullying!

Prevention and action strategies for the workplace



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What is bullying? ⁽¹⁾

Definition & characteristics



Definition

Bullying is a subtle form of violence. Bullying is not a single act, but a series of recurring attacks.



Characteristics of bullying

Three characteristics are central to bullying:

- The victim is **deliberately harmed**.
- The negative actions occur **repeatedly** and cause **lasting damage** to the victim.
- There is an **imbalance of power** so that the person affected is unable to free themselves from the bullying situation on their own.



Bulling at the workplace

- **Features** ⁽²⁾
- **Effects** ⁽³⁾
- **Prevention & intervention** ⁽²⁾



Special features

Dynamics in company hierarchies:

- If you're just starting out in your career, it's important to realise that people in lower positions are often at higher risk of being bullied.



Role of power structures and hierarchies:

- Managers can encourage or allow bullying by abusing their position of power or tolerating bullying behaviour.



Features

Influence of corporate culture:

- When competition is high and there is a lack of support, the risk of bullying increases.
- If you notice that the rules in the company are unclear or that there are few ways to resolve conflicts, be aware that this could favour bullying.
- If you feel uncomfortable, talk about it with someone you trust.



Effects of bullying

According to the bullying report, victims most frequently mention:

- Demotivation (71.9 %)
- Strong mistrust (67.9 %)
- Nervousness (60.9 %)
- Social withdrawal (58.9 %)
- Feelings of powerlessness (57.7 %)
- Inner resignation (57.3 %)
- Performance and mental blocks (57.0 %)



Effects of bullying

- According to the bullying report, 43.9% of those affected fall ill due to bullying, almost half of whom remain ill for more than six weeks.
- For example, post-traumatic stress disorder is considered to be a health consequence of bullying



Prevention

- **Bullying early warning systems:** By regularly checking behavior patterns and work relationships, potential bullying can be identified.
- **Conducting training sessions:** This helps educate and empower employees to recognize, report, and respond appropriately to bullying.



Prevention

- **Bullying task forces and complaint systems:** Establishing task forces dedicated to addressing bullying and developing measures.
- **Promoting an employee-centered work environment:** An employee-centered work environment fosters respect, openness, and cohesion, which helps combat workplace bullying.



Interventions

- **Seek support:** Seek help within the company. Ideally, talk to three people so that someone can act as a witness, moderator or mediator.
 - If you are being bullied by colleagues or another trainee, you can get support from your manager or the training supervisor.
 - If the bullying is being carried out by a manager, contact the works council or HR department, for example.



Interventions

- **External counselling centres:** They offer you an additional point of contact for victims of bullying and can provide support and advice.
- **Keep a bullying diary:** Who did what, when and how? This will help you to document the bullying incidents and be able to clearly point the finger of blame.
- **Set boundaries:** Set clear boundaries for the perpetrator if you are in a position to do so.



Sources:

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