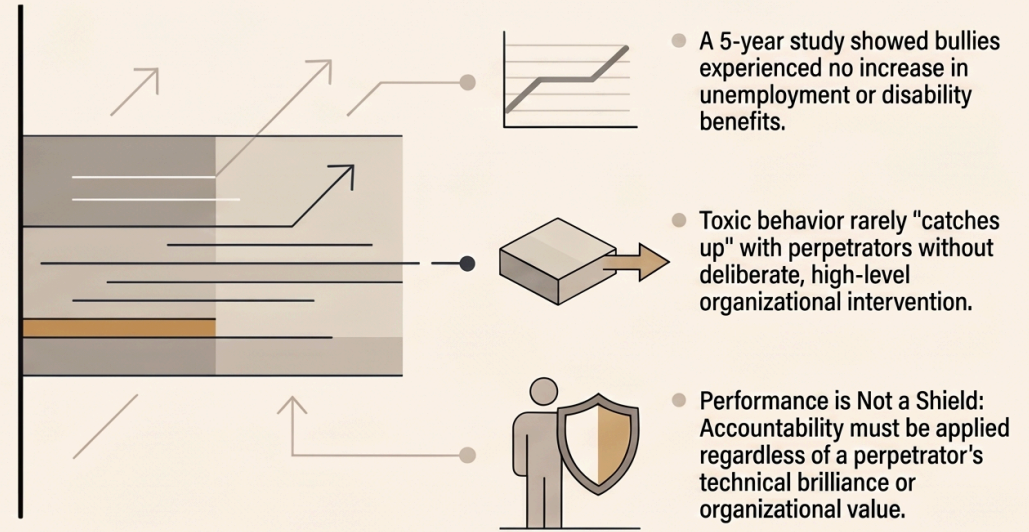


The Accountability Gap: The Asymmetric Costs of Workplace Bullying

TARGETS: CAREER & HEALTH DERAILMENT

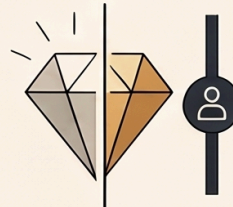
PERPETRATORS: ZERO IMPACT ON JOB SECURITY

Outcome Metric	Bullying Targets	Bullying Perpetrators
Intention to Leave	Significant Increase	No Significant Change
Unemployment Risk	High/Elevated	No Significant Increase
Disability Reciprocity	Significant Increase	No Significant Increase



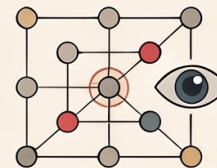
BRIDGING THE ACCOUNTABILITY GAP

PERFORMANCE IS NOT A SHIELD



Accountability must be applied regardless of a perpetrator's technical brilliance or organizational value.

PROACTIVE DATA MONITORING



Use quarterly pulse surveys to identify team "hot spots" before formal complaints emerge.

ENDING MANAGERIAL COMPLICITY



Hold leaders accountable for inaction or failing to escalate reported concerns to HR.

Significantly higher risks of unemployment, long-term disability, and chronic stress-related-related illness.



- A 5-year study showed bullies experienced no increase in unemployment or disability benefits.



- Toxic behavior rarely "catches up" with perpetrators without deliberate, high-level organizational intervention.