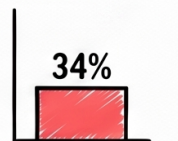


Shifting the Lens: From Victim Blaming to Systemic Accountability

Workplace mistreatment costs U.S. organizations \$300 billion annually and affects 70% of employees globally. This is a necessary shift from blaming victims to holding systems accountable.

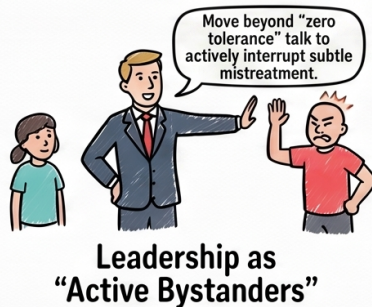
OLD LENS: Victim Precipitation



Heavy Cost of "Ambient" Mistreatment:
44% witness abuse, experiencing vicarious trauma & decreased trust.

FOCUS: Individual Fault

EVIDENCE-BASED ORGANIZATIONAL SOLUTIONS



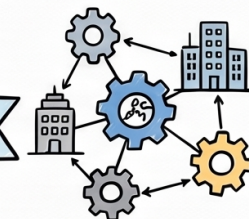
NEW LENS: Perpetrator Predation

Strategic exploitation of power. Abuse targets marginalized groups to maintain hierarchy.



PERPETRATOR

FOCUS: Systemic Accountability



ORGANIZATION