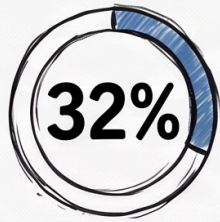


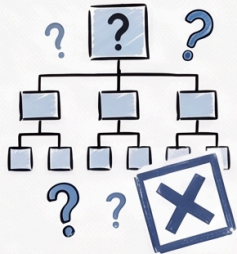
Fix the Road, Not Just the Vehicle: Rethinking Workplace Bullying

The Systemic Failure ('The Road')



of US Workers Experience Bullying

Affecting over 52 million American employees across various industries.



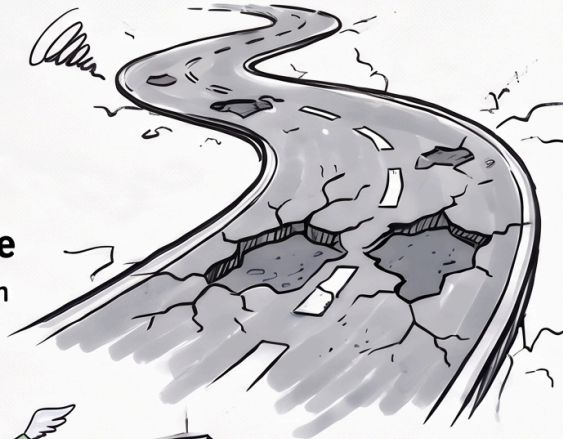
56% of Employer Responses Are Negative

Most organizational responses sustain or worsen the problem instead of resolving it.



Cost Per Case:
\$30,000 to \$100,000 Lost

Costs stem from reduced productivity, high turnover, absenteeism, and lost trust.



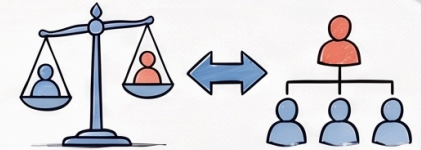
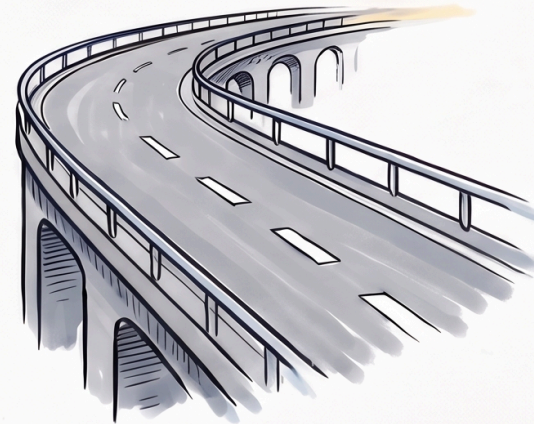
RETHINKING

Structural Solutions for Lasting Change



Build a Psychosocial Safety Climate

Prioritize psychological health using leadership commitment and continuous risk assessments.



Redesign Accountability Infrastructure

Reduce power imbalances through skip-level meetings and multi-source leadership evaluations.



Activate Bystanders and Procedural Justice

Empower witnesses with training and ensure transparent, independent complaint investigations.

