

Workplace Bullying: From Office Friction to Public Health Crisis

To reframe workplace bullying as a systemic health and safety hazard rather than an interpersonal conflict, providing evidence-based strategies for organizational prevention.

THE HIDDEN TOLL OF WORKPLACE BULLYING

A \$300 Billion Annual Cost

US organizations lose massive sums to turnover, absenteeism, and reduced productivity due to bullying.

Beyond the Office: A Health Crisis

Targets face 3-4x higher depression rates and significantly elevated risks of cardiovascular disease.

The Turnover Multiplier

Bullied employees are 2-3 times more likely to quit than their non-bullied peers.

Mental Health Comparison (Bullied vs. Non-Bullied)

	Bullied	Non-Bullied
Anxiety Disorders	44%	12-15%
Suicide Ideation	3-6x Higher Risk	Baseline
Sleep Disturbance	60-80%	Baseline

THE BLUEPRINT FOR PSYCHOLOGICAL SAFETY



Build Multi-Channel Reporting

Use external hotlines and ombuds offices to increase reporting confidence by up to 60%.



Focus on Procedural Justice

Fair, impartial investigations protect employee mental health even when the outcome is unfavorable.



Proactive Climate Monitoring

Regular psychosocial risk assessments can reduce bullying prevalence by 15-35%.