

The logo is a circular emblem with a dark green background. The outer ring contains the text "B.C. CONSTRUCTION INDUSTRY" at the top and "REHABILITATION PLAN" at the bottom. Inside the ring is a map of British Columbia. The text "B.T.C." is located above the map, and "C.L.R.A." is located below it.

Adult Bullying & It's Impact

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WHY WORKPLACE BULLYING MATTERS

- ◆ Massive Toll on Employees
 - ◆ Psychological
 - ◆ Physical
- ◆ It's Costly!
 - ◆ Company reputation jeopardised
 - ◆ Weakens morale
 - ◆ Difficult to retain staff
 - ◆ Costly litigations!



BULLYING & HARASSMENT, SIMILAR BUT DIFFERENT



Bullying

Aggressor & Victim

Power imbalance



Harassment

A form of Discrimination

Legal issue



TYPES OF BULLYING

- ◆ Physical Bullying
- ◆ Verbal Bullying
- ◆ Social Bullying
- ◆ Cyber Bullying



IMPACT OF WORKPLACE BULLYING



- ◆ Study: Cost of bullying \$6-13 BILLION per year
- ◆ Canadian Centre For Workplace Safety
 - ◆ Increased depression symptoms
 - ◆ Increased anxiety symptoms
 - ◆ Increased panic attacks
 - ◆ Increased absenteeism
 - ◆ Increased EHB costs



WORKPLACE BULLYING: NOT A PRODUCTIVITY TOOL

- ◆ Bullying Has Detrimental Effect across ENTIRE Workplace
 - ◆ Studies:
 - ◆ Productivity declines
 - ◆ Workplace culture > hostile
 - ◆ Worker compensation claims increase
 - ◆ EHB programs costs rise
 - ◆ Retention/Recruitment costs higher
 - ◆ Negative publicity



HOW TO RECOGNISE SIGNS OF BULLYING

- ◆ WORKPLACE BULLYING INSTITUTE:
 - ◆ Frequent nausea
 - ◆ 'Obsession' with work
 - ◆ Increase in BP/decline in physical emotional health
 - ◆ Feelings of shame related to work
 - ◆ Increased time off work
 - ◆ Loss of desire/pleasure in activities
 - ◆ Feeling responsible for workplace negativity



DEALING WITH A WORKPLACE BULLY



SPEAK UP EARLY!



FIND AN ALLY



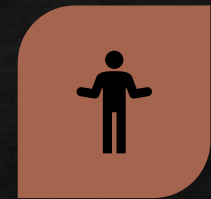
DOCUMENT!



INCREASE YOUR
CAPACITY TO
COPE!



TELL SOMEONE
IN AUTHORITY



DONT BE A
BYSTANDER!



CONCLUSION

Workplace
Bullying = \$\$

Know the signs
of bullying

Deal with
bullies early

Strategies exist
to deal with this

CALL CIRP!

