

5 Ways To Prevent Workplace Bullying

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Jeff Mandel's article "5 ways to prevent workplace bullying" was featured in the August 7, 2014 *Orlando Business Journal*.

A staggering 27 percent of U.S. workers report experiencing abusive conduct at work; 21 percent report witnessing such conduct. And bullying is four times more common than harassment in the workplace, with 65.6 million people reporting to have been affected.

Not only does workplace bullying impact the target of the bullying, but it leaves a lasting impression on others in the workplace as well. Workplace bullying often results in high turnover, low productivity, lost innovations, difficulty hiring quality employees and even customer retention.

Jeff provides five tips for employers wanting to be proactive in the fight against workplace bullying:

- Develop and enact workplace bullying and violence policies that define workplace violence and bullying behavior.
- Provide a well-defined reporting procedure.
- Clearly communicate the impacts of policy violation.
- Consider a workplace training program for supervisors and employees to address employee problems/complaints.
- Ensure adequate follow up, evaluate employees and enforce policies and procedures.

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