

Newsletter

WHEN WORKPLACE BULLYING TURNS TO VIOLENCE

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Bullying and violence are often related. Even though bullying is considered a form of physical and psychological violence(especially in nursing situations),violence is defined as behavior generally involving physical force, intended to hurt, damage or kill someone or something. In fact violence aims to cause injury or destruction, and serves as an unwarranted display of force that causes intimidation.

Bullying on the other hand is distinct from violence, because the person who is being bullied is singled out through sabotage, threat, belittlement, gossip or social exclusion, and the bullying behavior can be repeated over a period of time, so that the one who is bullied, becomes more helpless, and cannot defend himself/herself. When bullying becomes physical in form, this action is similar to violent behavior. Particularly, when bullying occurs electronically through technological devices, it is called



cyberbullying, however violence by definition is physical.

While violence is unacceptable behavior and is on the decrease presumably, workplace bullying is

acceptable behavior(no laws to support it) and is on the increase.In other words, violence is against the law and bullying up to now is not against the law. We need to develop laws against bullying in our areas.



ABOUT CLARA...

Clara Wajngurt, is an executive coach, author, speaker and professor in higher education for thirty five years, an expert in the



self-development of others, and in empowering those around her. She is also the founder of Bullying Prevention Consulting.

Clara Wajngurt has written several peer-reviewed articles on workplace bullying prevention and has written two books on this subject. Her educational background includes a BS in both Mathematics and Psychology from City College of New York and a Doctorate in Algebraic Number Theory from City University of New York Graduate School.

Bullying Prevention Consulting offers workshops and consults to small and large scale groups including individual sessions.

STATISTICS

In many instances in the literature it is said that violence in the workplace in the United States, is an issue which is commonplace (Ray, 2019). Bullying, intimidation and verbal threats are the least reported incidents according to FBI (Federal Bureau of Investigation) statistics, but 80% of active shooter incidents occur in the workplace. This means that about two million people a year are affected by workplace violence. These statistics are enough to make people worry and we have to note that such incidents occur not necessarily because of workplace issues, but because of unhappy workers in the workplace.

WE HAVE TO NOTE THAT SUCH INCIDENTS OCCUR NOT NECESSARILY BECAUSE OF WORKPLACE ISSUES, BUT BECAUSE OF UNHAPPY WORKERS IN THE WORKPLACE

According to the Bureau of Labor of Statistics in about two thirds of workplace homicides, the one committing violent acts has no personal relationship to the target (Ray,2019). In many of the documented cases, people who commit workplace violence on the job, do so because of mental illness, drug abuse, or spouse and partner conflict. Also in active shooter cases, it is possible for such violence to be committed by those outside of the workplace.. It is significant for companies to recognize workplace violence as a potential issue inside and outside their organization.

It is important for supervisors and managers to service their staff to provide knowledge and information that is needed for health and safety procedures that ward off all crisis incidents.

FACTORS WHICH CONTRIBUTE TO VIOLENCE IN THE WORKPLACE

- Factors Which Contribute to Violence in the Workplace
- Working alone or in isolation
- Working late at night and especially when no one else is there
- Working in a high-crime area
- Working in an environment where money is being exchanged with other sources
- Verbal threats from one colleague to another
- Colleague has obsession with violent acts
- Colleague exhibits strange behaviors at work
- Colleague exhibits vindictiveness, depression, substance or alcohol abuse
- Colleague exhibits marked changes in performance

WHAT CAN YOUR WORKPLACE DO TO PREPARE FOR WORKPLACE VIOLENCE?

- ▶ Effective training for colleagues on workplace violence
- ▶ Instruct your colleagues how to plan for active shooter incidents
- ▶ Staff must become familiar with violence prevention strategies
- ▶ Report unusual or suspicious behavior of a colleague to your supervisors
- ▶ Have clear policies and procedures to follow in the event of a crisis or violent incident.



FOR MORE INFORMATION VISIT:

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