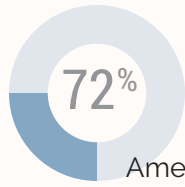
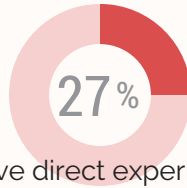


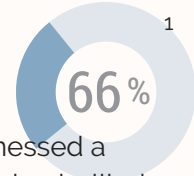
Workplace Bullying



of the American public are aware of workplace bullying

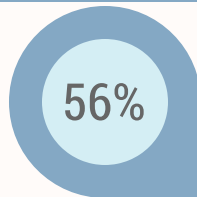


have direct experience with abusive conduct at work



have witnessed a colleague being bullied within the workplace

Who are the Bullies?



Over half pointed to incidents with their bosses

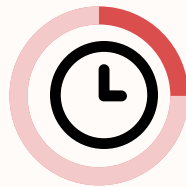


Almost 40% said they were bullied by their coworkers

Effects of Bullying



Stress & mental health issues



Time taken off work



Conflicts arise at home



Loss of job or job change

Preventing and Managing Effects

Know your Rights

- All state Departments have a Workplace Violence Prevention Policy, some include bullying
- Article 19.8 of the CAPS MOU ensures each department has a Workplace Violence Prevention Program
- You may file different types of complaints - Workplace Violence or with the EEO
- CAPS labor representatives can help you identify other options for you to take
- Contact CAPS with any questions regarding workplace issues

Use State Resources

- You and your eligible dependents have access to the Employee Assistance Program (EAP)
- After visiting your doctor for work-related stress (i.e. from bullying), you may file for different types of leaves and benefits - Workers Comp, Reasonable Accommodations, etc.
- As a CAPS member you have access to Enhanced Non-Industrial Disability Leave (ENDI) if you are in need of time off and your illness or disability is not work-related

1. Source: Workplace Bullying Institute, 2014

2. Source: byrne-dean, 2016

