**N E W S L E T T E R**

**Workplace Bullying Prevention Consulting**

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**WHAT IS BULLYING**

Bullying is defined as any unwanted or harmful verbal, physical, psychological act committed by an individual or group that results in any perceived threat or imbalance of power.

**What is Workplace Bullying?**

* Bullying means harassing, offending, socially excluding someone or negatively affecting someone’s work tasks, that occurs repeatedly and over a period of time, in an escalated manner, is which the confronted person lacks the power to defend themselves, and ends up in an inferior position.
* Bullying means hostile communication is used in which repeated health harming mistreatment, verbal abuse or conduct, which is threatening, humiliating. Intimidating or sabotaging, that interferes with work.
* Bullying is persistent verbal and nonverbal aggression, that can include personal attacks, social ostracism and other painful messages and hostile interactions.
* Bullying is aimed at humiliating or degrading one or more individuals that create an unhealthy and unprofessional power imbalance between the one who is bullied and the bully, and can result in psychological consequences for targets, co-workers and monetary damage to an organization.

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**Solutions**

What do we need to accomplish:

* The idea is to lead the person who is bullied to solutions.
* The goal is to empower others to think about what is happening to them.
* It is important to evaluate one’s experiences and to face challenges to the job.
* Another goal is to help others to better communicate with their colleagues.



**Next Newsletter**

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