

SAVVAN LEARNING SOLUTIONS

Workplace Bullying Definitions

In 2014, The Workplace Bullying Institute (WBI) workplacebullying.org definition of a workplace bully:

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that is:

- Threatening, humiliating, or intimidating, or
- Work interference — sabotage — which prevents work from getting done, or
- Verbal abuse

Another definition: from Health, atHealth.com, for Mental Health Information & Resources:

Nearly every publication on the topic of bullying presents its own definition of the problem.

Separated by primarily semantic differences, the majority of definitions proposed by researchers and practitioners incorporate the following key concepts:

- Bullying involves intentional, and largely unprovoked, efforts to harm another.
- Bullying can be physical or verbal, and direct or indirect in nature.
- Bullying involves repeated negative actions by one or more against another.
- Bullying involves an imbalance of physical or psychological power.

Related Links:

[Program Overview - Bullying Is A Leadership Issue that Leaders Can Change](#)

[Characteristic Types, Roles and Groups of Bullying](#)

[Why Workplace Bullying is a Leadership Issue](#)

[Laws, Legality of Bullying in the Workplace](#)