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FOR IMMEDIATE RELEASE

AnonymousEmployee.com Inc.

Workplace Bullying: What you can do

The cost to employers is substantial. The consequences to employees, devastating. Yet despite all the advances to make workplaces fairer and safer for everyone, workplace bullying is still left alone, festering in the void of our silence.

Recently, courts have begun to take this matter seriously. Movies like *The Devil Wears Prada* have helped to bring awareness to the issue of abusive bosses, but for the average employee dealing with the situation first-hand, there is little help. Far too often, people simply don't know how to deal with the issue of a workplace bully.

To address workplace bullying, we at Anonymous Employee would like to offer the following 5-point plan developed by Gary and Ruth Namie, authors of *The Bully at Work*:

- Name it. Calling it bullying or psychological violence or harassment makes the problem external. Shame is reduced; healing can begin.
- Identify the type of bully. Knowing the type of person you are dealing with can help determine how best to defend yourself. More information about the types of bullying is available at www.AnonymousEmployee.com.
- Take time off to accomplish these four tasks: check your physical health for stress-related complications, get mental health counseling, check for violations of employer policies and labour laws, and gather data showing the fiscal impact of bullying to the employers.
- Document the time, dates, actions, witnesses, and instances of the bullying.
- Present the business case/evidence to the highest-ranking individual at the company.

Be careful though... reporting bullying in the workplace can have some undesired effects:

Of people who have reported bullying in the workplace: *WBTI Research (2003)

17% are transferred

33% end up leaving voluntarily

37% were terminated

In only 13% of those cases, was the bully censored, transferred or terminated.

So what do we suggest?

We suggest communicating your concerns to your employer anonymously. www.AnonymousEmployee.com allows you to safely communicate your concerns with superiors without having to reveal who you are. You can test the waters and determine the support you might receive before launching an official complaint.

Visit www.AnonymousEmployee.com for more information on this and other workplace issues.

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