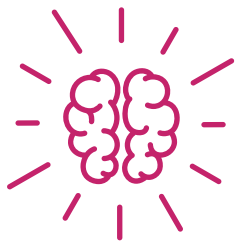




# THE CASE FOR BULLYING PREVENTION



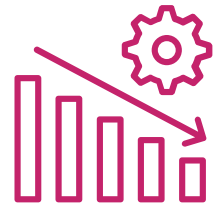
Employees who have experienced bullying report:



Higher levels of psychological strain



Lower wellbeing<sup>7</sup>

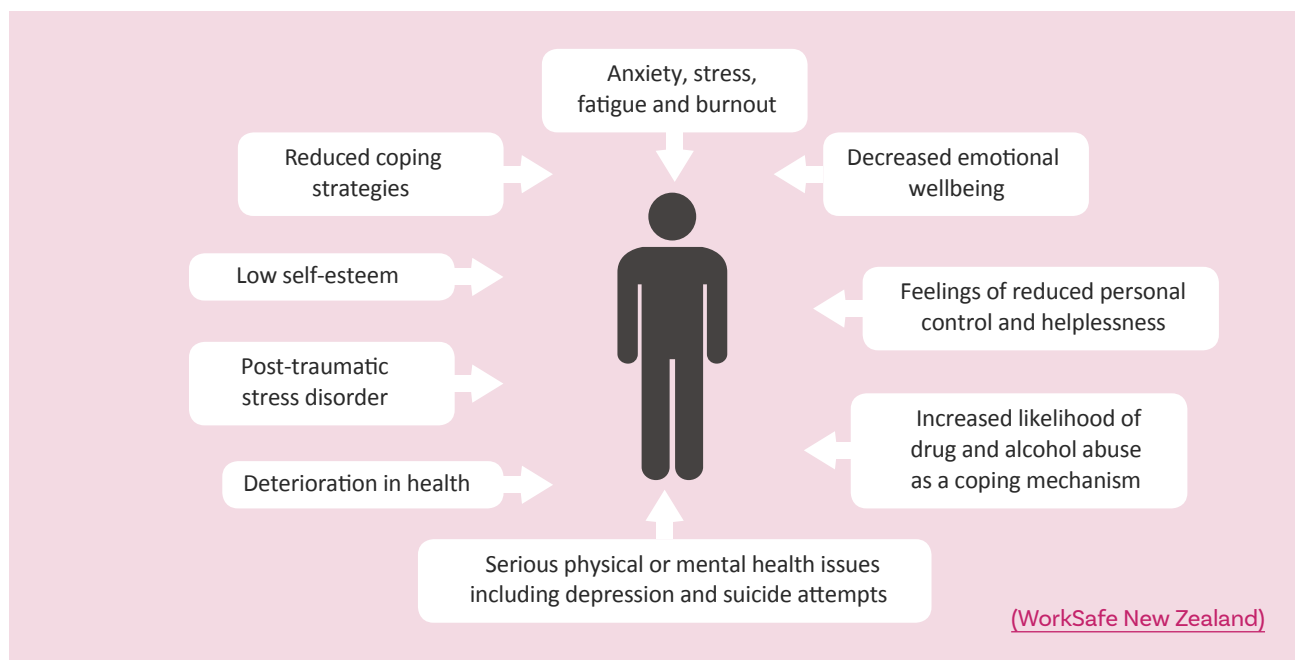


Lower commitment to their organisation



Lower job performance

## The effects of bullying



Bystanders to bullying can be impacted too, and this can contribute to a mentally and physically unhealthy work environment. Not only are workplaces legally responsible under the Health & Safety at Work Act to manage risks to mental health including bullying, workplaces that prioritise mental health have better engagement, reduced absenteeism and higher productivity. Improving wellbeing leads to greater morale, tautoko/support of each other, and higher job satisfaction. Check out our [Five Ways to Wellbeing at Work Toolkit](#).

7 O’Driscoll, M. P., Cooper-Thomas, H. D., Bentley, T., Catley, B. E., Gardner, D. H., & Trenberth, L. (2011). Workplace bullying in New Zealand: A survey of employee perceptions and attitudes. *Asia Pacific Journal of Human Resources*, 49(4), 390–408. <https://doi.org/10.1177/1038411111422140>

