



# TEXAS MUNICIPAL LAW BULLETIN™

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## BULLYING IN THE WORKPLACE

Workplace bullying is on the rise. Bullying is a term that refers to unfavorable treatment that causes harm to others. This treatment is habitual and can take on one or more of the following forms:

*Please note that this is not an exhaustive list.*

- ◆ Verbal/non-verbal threats
- ◆ Personal attacks
- ◆ Manipulation, blackmail, extortion
- ◆ Stalking
- ◆ Offensive conduct that is humiliating or intimidating
- ◆ Sabotage of a co-worker's work (preventing projects from being completed or taking credit for the work)
- ◆ Isolation

This type of behavior can have detrimental effects on the employee and employer. People who are bullied may suffer from physical or psychological illnesses such as stress, anxiety, depression, or high blood pressure. In return, this can create for a hostile work environment, higher employee turnover, and reduced productivity for the employer. In a CareerBuilder study, 35% of workers said they felt bullied at work, while 16% reported that they experienced health-related problems, and 17% quit their jobs to remove themselves from the situation. Municipal litigators have reported an increase in allegations of bullying in civil suits, alleging civil rights violations and discrimination.

Bullying in the workplace is a silent epidemic that causes many employees to feel ostracized; however, many are too embarrassed to have a voice on the matter. There are currently no laws that expressly prohibits this taunting behavior. Therefore, it is a good business practice to implement anti-bullying policies in the workplace to address the situation. Experts believe that establishing an anti-bullying policy in a place of employment can help promote a culture of civility, teamwork and productivity.

Our firm can assist in drafting a policy that fits your city's needs. Contact our office for more information or email [Info@TexasMunicipalLawyers.com](mailto:Info@TexasMunicipalLawyers.com).



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