

# ANTI-BULLYING IN THE WORK PLACE

US: OCTOBER IS ANTI-BULLYING MONTH | UK: 12<sup>th</sup> TO 16<sup>th</sup> NOVEMBER IS ANTI-BULLYING WEEK

In observance of this anti-bullying month in the US and anti-bullying week in the UK, M3 Global Research seeks to raise awareness of the endemic issue of bullying in hospitals and healthcare facilities. Bullying is not an accepted part of medical training culture; it is toxic behaviour that can lead to an attrition of highly trained medical professionals, and impact patient outcomes.

## Definition of Workplace Bullying

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

Source: <http://www.workplacebullying.org/individuals/problem/definition/>



Each month M3 conducts monthly 'Pulse' surveys within our healthcare community.

**PULSE SURVEY: Have you ever experienced or witnessed bullying, undermining or harassment at work?**

N=9059

65% of our HCP respondents have experienced or witnessed bullying, undermining or harassment at work. This rose to 85% in Canada, whereas in Italy just over half of respondents said that they had never experienced or witnessed bullying in the workplace.

■ Yes ■ No

