

# Workplace abuse destroys lives & organizations

Every employee deserves a chance to succeed. Hold employers accountable for bullying employees in Rhode Island.

Let's pass the Healthy Workplace Bill, Senate Bill 90.



The Healthy Workplace Bill gives targets of severe workplace bullying a legal right to seek damages and encourages employers to prevent this destructive behavior. The United States is the last among all Western industrialized nations to acknowledge workplace bullying.\*

**Workplace bullying is the targeted, malicious, health-endangering mistreatment of a worker by a supervisor or co-worker.** Common bullying behaviors include false accusations, exclusion, withholding of information, sabotage, defamation, and unreasonably heavy work demands. Bullying is four times more common than either sexual harassment or racial discrimination on the job.\*

**Workplace bullying is a serious public health concern.** Over a third of workers — 60.4 million — will likely experience or witness bullying during their working lives.\* Many will suffer severe anxiety, clinical depression, post-traumatic stress disorder, hypertension, suicidal thoughts, and other conditions.

**Most employers do not take workplace bullying seriously.** When employees complain about workplace bullying, most employers either ignore the problem or make it worse.

**Workplace bullying is the most serious form of employee mistreatment left largely unaddressed by current law.** Most targets of severe workplace bullying have little or no recourse under Massachusetts law. Harassment law protects only those individuals who can prove the mistreatment is due to their protected class membership, such as sex, race, or age. Supported by 77 percent of Americans,\* a law would protect all employees from abusive mistreatment on an equal opportunity basis, filling a huge gap.

**The Healthy Workplace Bill will give severely bullied workers a right to seek damages.** No longer will abused workers be left without legal protections. It is fair and efficient. It allows employers to minimize liability by preventing and responding to bullying situations. It also includes provisions that discourage weak or frivolous claims. Thirty state legislatures have introduced workplace bullying legislation.

\* Source: 2017 Workplace Bullying Institute (foremost U.S. expert) and Zogby International U.S. Workplace Bullying Survey (4th national scientific survey)

Help pass the bill into law — it's the right thing to do.  
To find out how to support the Healthy Workplace Bill,  
visit [www.RIHealthyWorkplace.org](http://www.RIHealthyWorkplace.org),  
email [info@RIHealthyWorkplace.org](mailto:info@RIHealthyWorkplace.org), or call 401.688.2441.

**HEALTHY WORKPLACE** Bill