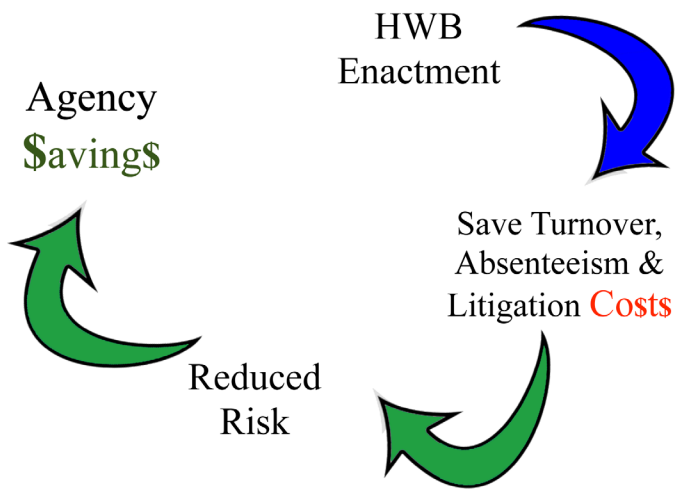


AUSTERITY

How the Healthy Workplace Bill Saves the State \$\$\$\$



Prudent Fiscal Management from Elimination of Abusive Workplace Conduct

By stopping bullying, several negatives are reversed -- turnover of quality staff, sick leave usage causing absenteeism, lawsuits that require defense fees, trial costs, or expensive settlements. The HR Director of one state agency was terminated after years of harassing employees. Public records indicated that lawsuits against him included at least one settlement of \$25,000, and demands of \$2 million, \$5 million from veteran employees! What a legacy. All preventable costs.

THE REAL "JOB KILLERS"



Bullies, Jerks, Weasels & Snakes Abuse Others at Work



Doing the right and smart thing for operational success never kills jobs. Organization leaders who ignore the bottom line in for-profit businesses, or the mission in government agencies, and allow abusive managers to bully with impunity are killing both jobs and people. Costly, but preventable, harm to workers includes: cardiovascular diseases, gastrointestinal disorders, DNA damage from prolonged exposure to stress, sleep disturbances, panic attacks, clinical depression, PTSD, punitive demotions, denial of training, and termination. The employer-friendly HWB simply encourages and rewards good employers who voluntarily make wise decisions for the organization and for employees. Good employers face no vicarious liability.

Good employers who stop bullying voluntarily save jobs & money AND escape vicarious liability under the HWB!

Current discrimination and harassment laws rarely address bullying concerns. Bullying is four times more prevalent than illegal discrimination, but is still legal in the U.S. People deserve protection against arbitrary cruelty that has nothing to do with work.

HEALTHY WORKPLACE Bill

healthyworkplacebill.org