

Bully Apologists Will Say Anything, Here's the Truth

Business Lobbyists Will Argue

- ▶ A hostile workplace is already illegal for everyone. Anti-discrimination and anti-harassment laws apply. No new laws are needed.
- ▶ More regulations make businesses in our state less competitive and less likely to keep jobs here.
- ▶ Bullying is too subjective. Employers lose the right to criticize poor performers. This law undermines managerial prerogative.
- ▶ Compliance with enacted legislation will be costly. Risk of exposure to vicarious liability is high. The employer will be blamed for the bully's conduct.
- ▶ It's "Job Killer" legislation.
- ▶ Americans are not afraid of aggression. Sometimes a little bit of bullying motivates workers and does them good!

But the truth is. . .

Current laws apply to only 20% of bullying cases. Legal protections apply when the target is a member of a protected status group, except in same-sex and same-race harassment which accounts for 61% of bullying. The Bill closes the legal loophole.

The Bill affords the aggrieved employee redress only by pursuing private legal action, bearing all expenses. No State regulatory function or departments are involved, no fiscal impact. Employers won't leave just because of this Bill.

The Bill prohibits only extreme, health-harming abusive misconduct, precisely defined, as confirmed by health professionals. Managers' rights are preserved. Only abuse is addressed by the Bill.

Bullying is already costly and eroding productivity through turnover and absenteeism. Bullies are too expensive to keep! The Bill contains generous affirmative defenses for employers. Compliance is simple, a process familiar to Human Resources. Create an explicit policy prohibiting an abusive work environment, faithfully enforce it, then only the abusive individual will be accountable. Responsible employers with correction procedures in place will not be liable.

Bullies are the actual job killers. They terrorize co-workers & subordinates which creates stress, PTSD & endangers employee health. Bullying threatens health, careers, witnesses, and affected families.

A shameless argument. If an employer needs to be abusive at work, perhaps the company should not be in business! Government employers have a stronger ethical obligation. Partner violence, student bullying, workplace violence have all been outlawed. The rest of the industrialized world has declared war on workplace bullying. Bullying makes our society uncivilized!

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