



# **BULLYING**

## **IMPACTS OF BULLYING**

The impacts of bullying on both workers and organisations is numerous. Some impacts to consider are:

### **ON WORKERS**

Emotional and psychological distress, including anxiety, depression, and low self-esteem. Post-traumatic stress disorder (PTSD) symptoms, including flashbacks and hypervigilance.

Reduced job satisfaction and motivation.

Increased absenteeism or sick leave taken by an employee.

Difficulty concentrating and reduced productivity.

Relationship problems, both at work and at home.

Sleep disturbances and insomnia.

Increased risk of suicidal ideation or suicide attempts.

Financial stress due to inability to work.

Physical health problems, such as headaches, back pain, and stomach issues.

### **ON ORGANISATIONS**

Decreased employee morale, motivation, and productivity.

Higher rates of absenteeism and staff turnover, leading to recruitment and training costs.

Increased costs associated with stress-related illnesses, mental health issues, and workers' compensation claims.

Damage to the organisation's reputation and brand image. Decreased customer satisfaction due to reduced quality of service or products.

Decreased teamwork and collaboration among employees

Increased risk of legal action or claims for damages from employees who have been bullied.

Decreased profitability and financial performance due to increased costs and reduced productivity.

Difficulty attracting and retaining talented employees due to a negative workplace culture.