

# Spring Symposium 2020

## Workplace Aggression: Preventing relational aggression and bullying

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Bullying Policy*

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### **How to Adopt and Put to Work a Workplace Bullying Policy**

Edward Stern's recommended resources:

NIH "CIVIL" Workplace Violence Program (great short policy):

<https://hr.nih.gov/sites/default/files/public/documents/working-nih/civil/pdf/civil-trifold-brochure.pdf> (See "hidden verbal abuse" and "acts or deliberate inactions".)

DHS Interagency Security Committee Guide on Violence in the Federal Workplace:

<https://www.cisa.gov/publication/isc-violence-federal-workplace-guide> (Look for the "the continuum of violent acts" and "reporting procedures for workplace bullying")

Tennessee Model Abusive Conduct Prevention Policy:

<https://www.tn.gov/content/dam/tn/tacir/commission-meetings/2015-january/2015Tab%204HealthyWorkplace.pdf> (Look for "Abusive conduct includes acts or omissions ..." and "Abusive conduct does not include ..." and "Employer Responsibility".)

Canadian Centre for Occupational Health and Safety—Bullying in the Workplace page:

[www.ccohs.ca/oshanswers/psychosocial/bullying.html](http://www.ccohs.ca/oshanswers/psychosocial/bullying.html) (See examples.)

Some of Edward Stern's articles on this:

Why Anti-Bullying Policies Should Be Leading Indicators (as to whether you have a safe workplace):

<https://www.ehstoday.com/ehs-outloud-blog/article/21120100/antibullying-policies-should-be-leading-indicators>

The Dimensions of Workplace Bullying Behavior:

<https://www.ehstoday.com/safety-leadership/article/21918426/the-dimensions-of-workplace-bullying-behavior>

Anti-retaliation policies don't always stop bullying:

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Predicting Failure for Your Workplace Violence Policy:

<https://www.ehstoday.com/safety/article/21919433/predicting-failure-for-your-workplace-violence-policy>

Workplace Bullying: How Two Red and Two Blue States Tackled the Issue:

<https://www.workforce.com/news/workplace-bullying-how-two-red-and-two-blue-states-tackled-the-issue>

Unlocking a key to prevent psychological violence (This is on non-verbal expression):

<https://www.ishn.com/articles/103852-unlocking-a-key-to-prevent-psychological-violence>

What's Missing in 'No Discipline' Decision for VA Managers:

<https://www.govexec.com/management/2016/01/whats-missing-no-discipline-decision-va-managers/124914/>

Bullying, Retaliation, Whistleblowers and the VA:

<https://www.ehstoday.com/health/article/21917008/bullying-retaliation-whistleblowers-and-the-va>

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