Creating a No-Tolerance Policy for Workplace Bullying and Harassment

Sarah Pastorek, Saint Francis University
Jonna Contacos-Sawyer, Saint Francis University
Brennan Thomas, Saint Francis University

ABSTRACT

Many similarities co-exist between workplace bullying and harassment with most originating from a lack of policy. Insufficient understanding of how the two differ also leads to the negative effects resulting from having no policy. Recent court rulings on workplace bullying and harassment can assist in new strategy development, providing all-around internal awareness, collective participation within the company and other benefits. To date, up to 29 states and two territories have sought to prohibit workplace mistreatment through introducing healthy workplace bills, none of which have yet been passed.

Keywords: Harassment, Healthy Workplace Bill, Litigation, No-tolerance policies, Workplace bullying