

A pink silhouette of a woman's profile, facing right, is positioned on the right side of the slide. It serves as a background element for the speaker information.

Workplace Bullying, is it Just Another Form of Microaggression?

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Objectives:

- Workplace bullying vs. microaggression
- To explore strategies to combat workplace bullying or microaggression by other employees
- To explore strategies to combat workplace bullying or microaggressions by managers

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What is Workplace Bullying?

Actively attempting to control a person by intimidation and aggression. It is harassment or negative behavior directed towards an individual or group.

[Workplace Bullying - YouTube](#)

Workplace Bullying

Screaming to
Intimidate

Constant
Criticism

Gossiping

Withholding
Resources

Excessive
workload

Unreasonable
Expectations.

Practical Steps to Stop Workplace Bullying

Speak up

- They may deny bullying – Don't lose your cool

Look up policy on workplace bullying

Write things down

- Place, time, what occurred and if there was a witness.

Report to the appropriate person

Poll Question

USING SLIDO TO LOG
YOUR ANSWERS





Have you ever been bullied at work?

slido



Are you still employed there?

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What is Microaggression?

Refers to subtle, indirect or unintentional acts of discrimination or bias that can occur in daily interactions between individuals with different backgrounds, identities, or cultures that cause discomfort.

[Microaggressions in the Workplace - YouTube](#)

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Microaggression in the Workplace

Examples

- 1) Racial
- 2) Gender
- 3) LGBTQ
- 4) Disability/Ableism
- 5) Religious
- 6) Age-related

Code Switching



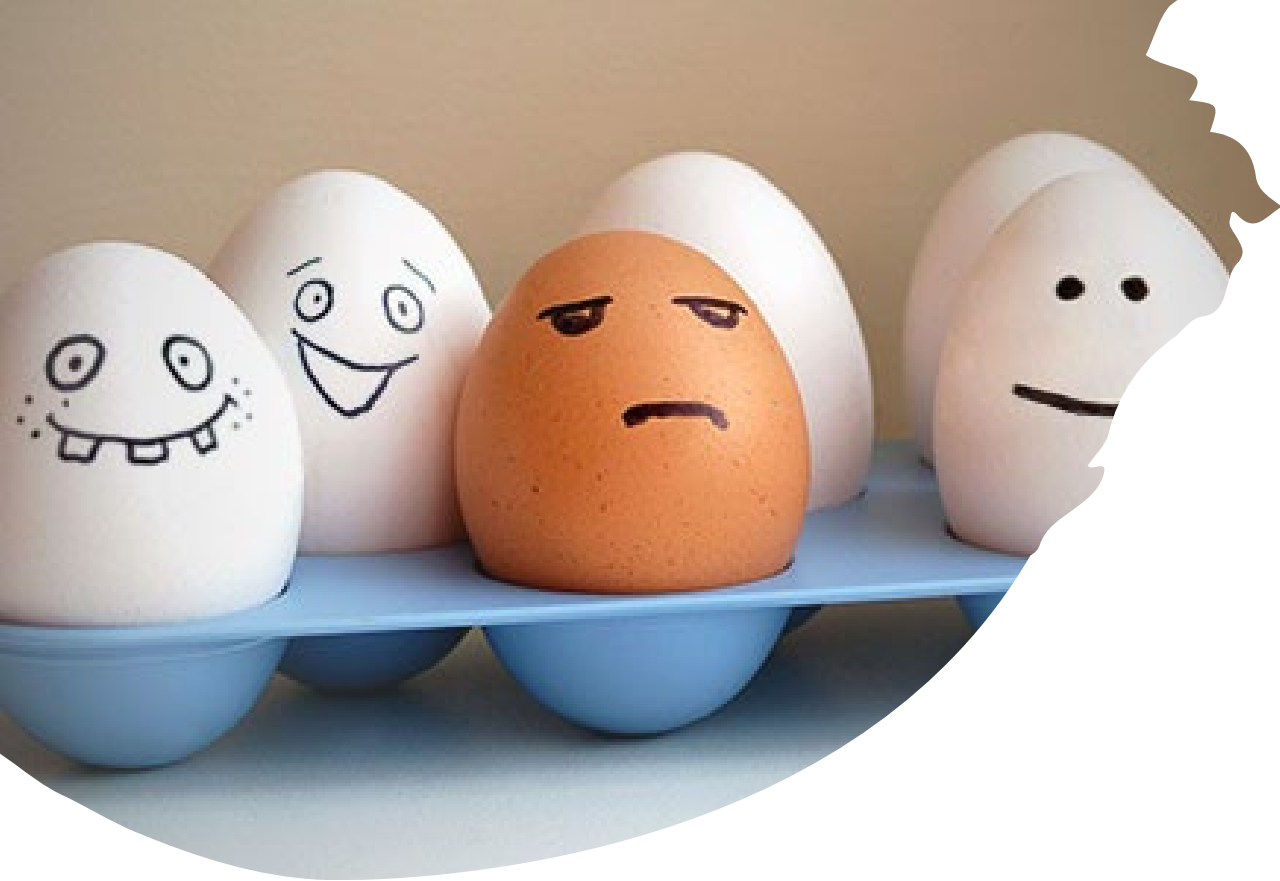
Do you talk differently
at work to fit in?



Are you being your
unauthentic self?



Is it necessary for your
survival to talk and act
a certain way?



Bullying vs Microaggression

<https://youtu.be/GZVxB7gOB4o>



What Can You Do?

- Microaggressions
 - Realize it's not always up to you to educate people
 - Deal with it right away
 - Be respectful – You want the person to Realize the behavior or words hurt
 - If it's a co-worker you consider a friend or supervisor
- Talk to Human Resources
- If it's a group of people suggest Diversity and Inclusion training

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What are The Stats?

Nearly 1 in 2 workers have experienced sexual harassment and violence in the last two years.

Women, trans, nonbinary, and gender-diverse workers are experiencing higher rates of harassment and violence.

Overall, 19% of women and 13% of men reported that they had experienced harassment in their workplace in the past year.

Workplace harassment includes verbal abuse, humiliating behavior, threats to persons, physical violence, and unwanted sexual attention or sexual harassment.

If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse, and you say that you are neutral, the mouse will not appreciate your neutrality.

-Desmond Tutu

Thank you

SRA International

Diversity, Engagement, and
Inclusion Committee