

How HR can prevent bullying in the workplace



Bullying has serious consequences for employers, including **lost productivity, high turnover rates, reputation damage, and poor employee morale**. For victims, bullying often causes **missed work days, stress, anxiety, depression, and feelings of shame or guilt**. All of this ultimately boils down to a toxic work environment that isn't good for anyone. So what can you do to prevent it?

Take every complaint seriously

Start by making sure every employee knows that bullying won't be tolerated. The WBI reports that [72% of employers don't take bullying seriously](#). Make sure your company is among the 28% that have taken positive steps toward prevention.



Human resources manager - Also called: HR manager, personnel manager, HR director
Human resources managers plan staff policies, advise on company benefits, and **support the management of employees**.

- **Create clear policies** – zero tolerance
- **Consider mediation services**— Mediation services help employees resolve conflicts and develop positive ways of interacting with bosses and co-workers.
- **Update technology**
- **Educate and train**—**Bosses are the most common bullies at work**. For this reason, companies should intentionally train managers and supervisors regarding appropriate and inappropriate communication styles. Managers should also be trained in available EAP services and what steps to take if an employee comes to them with a complaint about a coworker.
- **Promote a positive workplace culture**



Watch the clip
[Preventing harassment and bullying in the workplace](#)