



**Preventing and
Managing
Workplace Bullying
and Harassment**
A RISK MANAGEMENT APPROACH

Moira Jenkins, PhD

Preventing And Managing Workplace Bullying And Harassment A Risk Management Approach

**Aditya Jain, Stavroula Leka, Gerard
I.J.M. Zwetsloot**



Preventing And Managing Workplace Bullying And Harassment A Risk Management Approach:

Preventing and Managing Workplace Bullying and Harassment Moira Jenkins, 2013 Preventing and managing workplace bullying including sexual harassment is not just a feel good exercise or something organisations should only do when they are faced with a complaint It is part of core business Employers and managers have a duty of care as part of occupational health and safety laws to prevent hazards that might contribute to workplace injuries This book shows you how to meet these responsibilities using practical sensible strategies based on a framework of understanding what bullying and sexual harassment really mean using a risk management approach to identify issues in the workplace implementing procedures to control risk taking action when things go wrong A range of tools and tips are included throughout the text to help the reader get started quickly Stemming from a solid and extensive research base and with reference to up to date legislative requirements Preventing and Managing Workplace Bullying and Harassment is essential reading for anyone in business today

Bullying and Harassment at Work Van Fleet, David D., Van Fleet, Ella W., 2022-06-07 Bullying harassment and other unacceptable workplace behaviors pose significant problems for organizations This exploration of the issue notes that factors from within the organization may help determine who and why some individuals become targets and others become bullies The authors explore different types of behaviors where managers and management as well as employees are the problem Each chapter has anecdotes scattered throughout and contains a mini case review questions action items and two longer cases all based on actual events The authors present a unique framework V REEL to assist individuals and organizations in analyzing the organization's environment to try to eradicate the negative behavior forces that contribute to bad behavior

The Handbook of Dealing with Workplace Bullying Anne-Marie Quigg, 2016-03-03 The topic of workplace bullying and abuse gained considerable public and media attention during 2013 when the scandal of events at the BBC was unveiled following an enquiry led by Dinah Rose QC The Handbook of Dealing with Workplace Bullying edited by Dr Anne Marie Quigg presents the collective wisdom and knowledge of a number of lawyers management experts and academics from around the world The key themes include understanding the law in each country represented and the responsibilities of individuals as well as management teams and governors in organizations New case studies are supplied by people working with and within HR teams who have professional experience of dealing with the issue as well as practical suggestions that are of use to managers to people accused of bullying and also to people who find they are targets of bullying Dr Quigg summarizes the range and scope of the contributions by the individual contributors commenting on the research findings and professional experience that informs them The book thus reflects the variety of options for dealing with bullying that are relevant in different parts of the world and focuses on advice that is pertinent in real life rather than presenting a collection of academic theories

Internationalisation of Educational Administration and Leadership Curriculum Eugenie A. Samier, Eman A. Elkaleh, Waheed Hammad, 2021-08-23 In light of a new wave of cultural mobility

how must educational leaders respond to the challenges of internationalising their curricula and accommodating diversity This timely project bridges a gap in the field of educational administration by showcasing the development of curricular internationalisation across several countries

Preventing and Managing Violence in Organizations Marc H. Siegel, 2018-12-07 Organizations of all types and sizes whether they are a business educational institution healthcare provider or house of worship need to plan for the possibility of violent acts that may impact its people assets and activities Preventing and Managing Violence in Organizations Workplace Violence Targeted Violence and Active Shooters provides a comprehensive approach to addressing workplace violence active shooter and assailant events and other forms of targeted violence The book takes a unique perspective that the prevention and management of violence in an organization is a risk and business management issue rather than a siloed security issue As such the book s objective is to help organizations develop a program for preventing and managing violence that can be integrated into their day to day overall business management approach The main theme of the book is that any program to prevent and manage violence in an organization needs to be an inclusive process where everyone in the organization is viewed as a risk maker and risk taker and therefore a risk manager The emphasis is on building a risk and security awareness culture in the organization so that everyone throughout the organization is aware and part of the solution The book recognizes that many if not most organizations do not have a dedicated chief security officer to oversee the prevention and management of violence It also recognizes that many resource allocation decisions are made by business managers not the security manager While other books approach this issue from a security perspective this book takes the perspective that providing a safe and secure environment within the organization and protecting its people assets and activities is a business management imperative Therefore the book emphasizes the need to promote a risk and security awareness culture that is integrated into the organization s system of management and all its activities and functions The Introduction section of the book includes a brief description of violence in organizations and the imperative for integrating the prevention and management of violence into the organization s overall business management strategy The Framework section helps business human resource risk security and safety managers build a programmatic framework to support prevention and management of violence in all the organizations activities The Tactics and Control Measures section provides tactical and operational advice and tools on methods to prevent respond to and recover from potentially violent events For organizations that have adopted an ISO Robust Process Improvement or Six Sigma management systems approach they will immediately recognize that the elements described in the framework can be integrated seamlessly into their overall management system approach Preventing and Managing Violence in Organizations illustrates a systems approach for preventing and managing violence in organizations that can also be used for managing other types of operational risks Security managers will find the book useful for integrating security in the organization s day to day activities as an integral part of these activities rather than an add on activity Security professionals will be able to

present their program from a business and risk management perspective *Managing Health, Safety and Well-Being* Aditya Jain, Stavroula Leka, Gerard I.J.M. Zwetsloot, 2018-04-11 To achieve sustainable progress in workplace and societal functioning and development it is essential to align perspectives for the management of health safety and well being Employers are responsible for providing every individual with a working environment that is safe and does not harm their physical or mental health However the current state of the art indicates that approaches used to promote health safety and well being have not had the anticipated results At the level of the enterprise it is widely understood and accepted by all stakeholders that employers share the responsibility of promoting and managing the health of their workers Evidence indicates that most employers put in place procedures and measures to manage workers health and create healthy workplaces to meet legal requirements as a response to requests by employees as a need to improve company image reputation and to improve productivity This highlights that in addition to legal requirements the key drivers for companies also include the ethical and business case While much has been written about role of legislation and the business case for promoting health safety and well being not much is known about the ethical case for promoting employment and working conditions In this context this book examines the potential of the link between responsible and sustainable workplace practices human rights and worker health safety and well being and explores how complementary approaches can be used to promote employment and working conditions and sustainability at the organizational level It offers a framework for aligning different approaches and perspectives to the promotion of workers health safety and well being and provides recommendations for introducing such an approach at the enterprise level *Occupational Health Psychology* Stavroula Leka, Jonathan Houdmont, 2010-03-02 This ground breaking textbook is the first to cover the new and rapidly developing field of occupational health psychology Provides a thorough introduction to occupational health psychology and an accessible overview of the key themes in research and practice Each chapter relates to an aspect of the core education curriculum delineated by the European Academy of Occupational Health Psychology Written by internationally recognized experts in the field Examines a host of contemporary workplace health issues including work related stress the psychosocial work environment positive psychology and employee well being psychosocial risk management workspace design organizational research methods and corporate culture and health *Handbook of Research on Cyberbullying and Online Harassment in the Workplace* Ramos Salazar, Leslie, 2020-10-23 Given users heavy reliance of modern communication technologies such as mobile and tablet devices laptops computers and social media networks workplace cyberbullying and online harassment have become escalating problems around the world Organizations of all sizes and sectors public and private may encounter workplace cyberbullying within and outside the boundaries of physical offices Workplace cyberbullying affects the entire company as victims suffer from psychological trauma and mental health issues that can lead to anxiety and depression which in turn can cause absenteeism job turnover and retaliation Thus businesses must develop effective strategies to prevent and

resolve such issues from becoming too large to manage The Handbook of Research on Cyberbullying and Online Harassment in the Workplace provides in depth research that explores the theoretical and practical measures of managing bullying behaviors within an organization as well as the intervention strategies that should be employed The book takes a look at bullying behavior across a variety of industries including government and educational institutions and examines social and legislative issues policies and legal cases the impact of online harassment and disruption of business processes and organizational culture and prevention techniques Featuring coverage on a broad range of topics such as sexual abuse and trolling this book is ideally designed for business managers and executives human resource managers practitioners policymakers academicians researchers and students

Indian Perspectives on Workplace Bullying Premilla D'Cruz, Ernesto Noronha, Avina Mendonca, Nidhi Mishra, 2018-11-11 This book recognizing that workplace bullying is a significant employment relations and occupational health and safety problem in India which warrants urgent and holistic intervention presents empirical studies examining contextual factors antecedents mediators moderators processes outcomes and solutions thereby deepening our understanding of the phenomenon The chapters showcased in the volume emphasize the paradoxical Indian sociocultural ethos whose simultaneous embrace of humanism versus identity based personalized and hierarchical relationships materialism versus spiritualism and individualism versus collectivism both fuel yet quell misbehaviour The inquiries which constitute this book engage both positivist and postpositivist paradigms draw on several theoretical and substantive frameworks utilize an array of methods investigate numerous foci and cover various geographical regions in India a range of industrial sectors and all levels of the organization In so doing they make pathbreaking contributions beyond country specific insights to advance the frontiers of the thematic area worldwide The chapters include important findings pertaining to digital workplaces child labour forgiveness customer bullying psychological contract violation perceived organizational support psychological capital and comprehensive prevention strategies encompassing psychosocial risks As well as building on a decade of knowledge about workplace bullying in India the book puts forward a research agenda on the topic for the subcontinent in particular and the field in general The volume is of interest to researchers practitioners and students of organizational studies human resource management industrial relations labour law corporate law health sciences and social work

Workplace Bullying and Harassment Ellen Pinkos Cobb, 2017-03-27 Workplace Bullying and Harassment New Developments in International Law provides a comprehensive tour around the globe summarizing relevant legislation and key developments in workplace bullying harassment sexual harassment discrimination violence and stress in over 50 countries in Europe the Asia Pacific region the Americas region and the Middle East and Africa Workplace bullying harassment and other psychological workplace hazards are becoming increasingly acknowledged and legislated against in the modern work world The costs of bullying harassment violence discrimination and stress at work are huge and far reaching Frequently under reported and misunderstood workplace bullying harassment

violence discrimination and stress wreak havoc on the vitality and prosperity of organizations and individuals alike Workplace laws have long dealt with physical risks and psychological risks have begun to be treated similarly In response to the changing workplace many countries are regulating workplace bullying and harassment by introducing new legislation or incorporating new provisions into existing legislation to address these risks Other countries have opted for non regulatory instruments Numerous European countries Canada Australia and Japan all prohibit and punish workplace bullying and harassment with other countries including the United States of America moving toward legislation against this abusive workplace conduct This book brings together need to know information on global workplace bullying and harassment in one place the first publication of its kind to do so It will aid those in the fields of labor and employment human resources management occupational and industrial health psychology health and safety and workplace regulatory compliance stay abreast of laws and developments that these practitioners must be aware of whether operating nationally or globally Academics will also benefit Links to laws and references are provided enabling further research

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