

Relevant Statistics – Bullying/Harassment and Psychological Health & Safety

3 in 10 Canadians say their workplaces are not psychologically safe and healthy, and nearly half report having experienced one or more acts of workplace harassment at least once a week for the last six months.

<https://www.reuters.com/article/us-work-mentalhealth/three-in-10-workers-say-workplace-not-psychologically-safe-idUSBRE82DOLF20120314> & <https://www150.statcan.gc.ca/n1/pub/75-006-x/2018001/article/54982-eng.htm>

Employees coping with toxic work environments take twice as much sick time. (Mental Health Commission of Canada). All told, Statistics Canada estimates the cost of employee absence due to bullying and harassment is roughly \$19 billion per year.

Toxic workplaces not only affect employee absence but impact productivity and efficiency. 80% of employees in toxic workplaces spend significant time and energy focused on the BHAD behavior taking time away from their work and 48% reduce their effort. *Harvard Business Review – The Price of Incivility – 2013 – Porath & Pearson*. Considering an annual wage of \$60,000, an example of 20% reduction in productivity can equate to a \$12,000 loss per employee. As this affects other employees it can have a significant financial impact.

Cost of Bullying: AUS 24,000.00 per case, 6-13 Billion to employers per year – *Australian Government – Productivity Commission*. The total cost of bullying for organisations in the UK in 2007 can be estimated at approximately £13.75billion - *Giga, Sabir & hoel, helge & Lewis, Duncan. (2008). The Costs of Workplace Bullying*.

A shocking 55% of surveyed Canadians reported experiencing bullying in the workplace, including name-calling, physical aggression and online taunts, according to a 2018 poll by Forum Research. Worse still, the study found that only one third of companies took action to stop the perpetrators.

Studies show that presented with a list of possible triggers of bullying, unresolved conflicts belonged to the top five most indicated causes of bullying (Zapf, 1999). Likewise, departments with numerous bullying incidents showed an unhealthy work environment with more unresolved conflicts as compared to departments with few bullying incidents (Agervold, 2009). Similarly, investigating the relative strength of a broad range of organizational causes of bullying (i.e. job stressors, leadership behaviour and organizational climate), interpersonal conflicts proved to be one of the strongest predictors of being a target of bullying (Hauge et al., 2007). These results align with Ayoko and colleagues (2003) who, by means of a multi-method approach, found that conflict incidents successfully predicted workplace bullying.

Frequent conflicts with supervisors or colleagues, and high psychological and emotional job demands more than double the risk of being injured in an occupational accident (relative risk 2.5). *ENFORM, The safety association for Canada's upstream oil and gas industry. Risk management of Young, New and Inexperienced Workers*.

Mental health problems and illnesses, according to the Mental Health Commission of Canada, are the leading cause of short- and long-term disability. The economic burden in Canada alone has been estimated at \$51-billion per year.

50% of workplace harassment victims suffer mental health-related problems.

https://www.mentalhealthcommission.ca/sites/default/files/february_workplace_webinar.pdf

Financial awards for damages caused by mental injury at work have increased over the past five years by as much as 700% (*Tracking the perfect legal storm*). When businesses adopt policies and programs to address psychological safety and health, they incur 15-33% fewer costs related to psychological health issues. (*Guarding minds at work*).