

**Don't give bullying a chance**  
Smart employers and managers make use of structures and conditions that reduce the likelihood of bullying. You can prevent bullying with the following tips:

- Further education:** Train employees with modern leadership training before they take on a management position. This way they will be better able to recognize bullying.
- Corporate culture:** Question your corporate culture: What values does it promote? For example, do you value equal treatment of all employees?
- Distribute resources:** Make sure that resources are distributed fairly and comprehensively. This will promote equal treatment and prevent stress.
- Strengthen team spirit:** Introduce measures that are good for team spirit: e.g., a company sport or summer party or joint activities after work.



**The employer's duty of care**  
As an employer, you are obliged to protect employees from negative consequences in their working lives. In addition to various occupational safety measures, this duty of care also concerns the mental health of employees. Since bullying can have a significant impact on health, it is the responsibility of managers to protect employees from bullying. Failure to do so may result in the payment of compensation for pain and suffering or damages as well as severance pay. In addition, the employee has a right to refuse performance in the event of a breach of the duty of care. This means that the employee can stop working for his or her own protection, but must still be paid (General Act on Equal Treatment (AGG) § 14).

**What do you think: What damage does bullying cause to the German economy per year?**  
Select the correct answer using the slider:

7 Billion €      30 Billion €

e-learning

# Workplace bullying

Workplace bullying can be understood as a series of systematic attacks against employees that take place over a long period of time, rather than just once. Workplace bullying can also be known as “mobbing”, a term derived from the word “to mob”, which means to bully or attack someone.

Group of participants:

For all professionals and managers, employees inside to take action and recognize early signs of bullying attacks.

Duration: **approx. 0,5 hours**

Language:

## Learning objectives

- ✓ You will know the causes and different forms of bullying.
- ✓ You will know the consequences of mobbing for those involved and for the company.
- ✓ You will be able to recognize bullying behavior and intervene in a targeted manner.
- ✓ You can take measures to prevent mobbing.

## Contents

Workplace bullying from a legal perspective

What are the consequences of bullying?

Why do people bully?

How can those affected defend themselves?

Can management prevent bullying?

What can outsiders do?



**Information on the web**

[www.haufe-akademie.de/el](http://www.haufe-akademie.de/el)



**Let us advise you**

Tel. +49 761 595339-10 • [digitales-lernen@haufe-akademie.de](mailto:digitales-lernen@haufe-akademie.de)