Bullying In the Workplace

Friday, June 15
Meet the Experts

-Leader At Writing Our Wrongs

“Be The Change You Want To See In The World.”
-Game Changer At Smart Apartment Solutions/Smart Moves

APARTMENTALIZE Powered by NAA
June 13-16, 2018 San Diego
#APARTMENTALIZE
Polling

(WED-C1) One Good Turn Deserves Another: Preparing for the Unexpected!
Wednesday, Feb 15
10:45 AM - 11:45 AM
Room #: Columbus A

What is your favorite color?
- Red
- Orange
- Yellow
- Green
- Blue

Favorite Season?
- Winter
- Spring
- Summer

APARTMENTALIZE
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Polling Question

How many years have you been in the Multifamily Industry?

1) 0-5
2) 6-10
3) 11-15
4) 16-20
5) 21+
A Bully By Another Name.

KID BULLY

BOSS BULLY
BULLYING IN THE WORKPLACE
BACKGROUND

KIDS WHO BULLY ARE MORE LIKELY TO:

BE ABUSIVE TOWARD THEIR ROMANTIC PARTNERS, SPOUSES, OR CHILDREN

HAVE CRIMINAL CONVICTIONS AND TRAFFIC CITATIONS AS ADULTS

GET INTO FIGHTS, VANDALIZE PROPERTY, AND DROP OUT OF SCHOOL

ABUSE ALCOHOL AND OTHER DRUGS IN ADOLESCENCE AND AS ADULTS

BULLYING IN THE WORKPLACE
BACKGROUND

Definition Of A Workplace Bully

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is **abusive conduct** that is:

- Threatening, humiliating, or intimidating, or
- Work interference — sabotage — which prevents work from getting done, or
- Verbal abuse
- Social bullying

“Researchers at the University of Manitoba found workplace bullying inflicts more harm on employees than sexual harassment.”
- Sherri Gordon
Problem & Impact

We Are Not Exempt.

THese are

the

facts.

“61% of U.S. employees are aware of abusive conduct in the workplace.”

“19% of employees have experienced it or witnessed it.”
BULLYING IN THE WORKPLACE
THE RESULTS ARE IN!

SURVEY RESULTS
FROM 84 RESPONDENTS.

"45% have been victims in the last year."

61.9% of respondents have witnessed workplace bullying in the last year.
BULLYING IN THE WORKPLACE

DAMAGES

EFFECTS

- Mental health issues
- Increased absences or missed work
- Decreased productivity
- Increased turnover (impacts more than the victim)

LIABILITIES

- Possible lawsuit/ EEOC claims
- Public image
- Reduced productivity
- Low morale
- Higher absenteeism and employee turnover
- Increased cost of employee benefits

72% of respondents said their health was adversely affected by the mistreatment.

“Bullying is the sexual harassment of 20 years ago: Everybody knows about it, but nobody wants to admit it.” – Louis L. Maltby, President, National WorkRights Institute

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Polling Question

Have you been a victim or witnessed bullying at work? (past or present)

1) Yes
2) No
BULLYING IN THE WORKPLACE
WHY SO POPULAR NOW?

- Uber
- Harvey Weinstein, Kevin Spacey
- Bill O’Reilly
- Senators, Policy Makers
- Pro Athletes
- Coaches
BULLYING IN THE WORKPLACE
THE SURVEY

- We polled 84 individuals in the Multifamily Industry asking ten questions in regard to Workplace Bullying.
BULLYING IN THE WORKPLACE

Healthy Workplace Bill

- Drafted in 2001
- Introduced in 2003
- 2010 introduced on a Federal level
- Introduced in over half of the states
- Sponsored by more than 400 legislators
- 29 States, 2 territories on board
- Precisely defines an "abusive work environment"
- Requires proof of health harm by licensed professional
- Gives employers the reason to terminate offenders
- Compels employers to prevent and correct future instances
How are we doing?

(FRI-C07) Speed Round: Bullying In The Workplace
Friday, Jun. 15
2:00 PM - 2:30 PM
Room #: 5AB

Workplace bullying isolates good employees, destroys company culture and costs you time and money. Interact with experts who will discuss the legal exposure as well as the tolls workplace bullying can take on an organization. Having a clear understanding of how workplace bullying starts and takes place is a good first step in combating this challenge. But it’s only the beginning. Hear this and more ways to end workplace bullying.
BULLYING IN THE WORKPLACE
HOW DO WE COMBAT BULLYING?

- Diversity Training
- Involvement & Accountability of Management/Policy Enforcement
- Team Building
- Empower Your Team To Speak Up
- Foster a culture that supports transparency

"ETHICALLY DIVERSE COMPANIES ARE MORE LIKELY TO OUTPERFORM NATIONAL MEDIAN."
Polling Question

Has your company discussed or introduced a plan for Diversity/Inclusion Plan or training?

1) Yes
2) No
3) Not sure
BULLYING IN THE WORKPLACE

HOW DIVERSE IS YOUR TEAM?
“Match high-performing women at the company with mentors (regardless of gender) who work two levels above and in other departments… not only do those participants get one-on-one career coaching inside the company, but they’re also able to share their knowledge and experiences with their mentors, helping more senior workers stay current in the fast-changing technology space.” -Fast Company
BULLYING IN THE WORKPLACE
TAKEAWAYS & IDEAS

Top 5 Ted Talks About Diversity in The Workplace

1. The Surprising Solution to Workplace Diversity - Arwa Mahdawi
2. Implicit Bias — how it affects us and how we push through | Melanie Funchess
3. It’s About Time We Challenge Our Unconscious Biases | Juliette Powell
4. Are you biased? I am | Kristen Pressner
5. Practical diversity: taking inclusion from theory to practice | Dr Dawn Bennett-Alexander
BULLYING IN THE WORKPLACE
NAA Diversity Task Force
“Our youth has set out to change the world” - Oprah
BULLYING IN THE WORKPLACE
STARTING WITH OUR YOUTH

It all started with a pledge; a pledge for Writing Our Wrongs. Founded August 2016, Writing Our Wrongs, Inc. is a 501(c)3 non-profit organization dedicated to our mission to “Empower Youth to Activate Their Voice Through Writing and Speech.” We do so through our W.O.W. Pledge Card and Programs to educate youth on anti-bullying and social justice. We stand on 3 core beliefs to execute our movement to activate the voice of a generation.

- ACTIVATION
- EDUCATION
- PARTICIPATION

The Pledge

I ________ will use my voice to impact change in my community. I am stronger than my circumstances, and I have access to create change by speaking out against wrongs. I will use the pen and not my fist when I am angry. I will use my resources to make the world greater. I will stand against bullying, prejudice and defend the weak. I will activate my voice to reach my community. I will be greater today than I was yesterday and encourage others to do the same. I will write the change, speak the change and be the change.

Sign: ___________________________ Date: ___________________________
BULLYING IN THE WORKPLACE
STARTING WITH OUR YOUTH

“I will use my pen and not my fist when I am angry.”

POWER OF THE PEN WORKSHOP

Power Of The Pen is a 1-hour workshop designed to use project-based learning to teach youth the importance of spreading kindness by writing a positive message to someone else. We also teach how to write letters to their local officials, the importance of journaling for self-expression and we deliver our WOW Pledge Cards to sign and share. (1-Hour Workshop/Activiation)

WRITE IT, SPEAK IT WORKSHOP

Write It. Speak It. is a 2-hour workshop designed to teach speeches writing and structure the delivery of a 3-5 minute speeches as practical application. This includes pens, pledge cards, and a workbook with resource to help develop skills for public speaking, advocacy and powerful presentation delivery. (2-Hour Workshop, Hour 1: Writing/Hour 2: Speaking)

POWER OF THE PEN 8-WEEK CREATIVE WRITING COURSE

I will use THE PEN and not MY FIST WHEN I AM ANGRY.

REQUEST A WORKSHOP

REQUEST A WORKSHOP

BE THE CHANGE!

FAQ

PROGRAM FAQ’s

Launching Summer 2018
WE SPEAK Academy is a 12-week public speaking academy for youth ages 7-12. We use practical in-class presentations and speaker training from renowned national speakers and certified trainers to help our students excel at the art of action and affective advocacy.

ENROLL TODAY

WE SPEAK Academy

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QUESTIONS?
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