



# March 2024: Bullying Awareness



***“Knowing what’s right doesn’t mean much unless you do what’s right.” – Theodore Roosevelt***

Welcome to the March 2024 edition of **TotalWellbeing**, your guide to the **8 dimensions of wellbeing**. This month we look at the often-overlooked issue of workplace bullying. Bullying in the workplace can have devastating effects on employees' mental well-being, creating a toxic environment that erodes morale and productivity. We hope to shine a spotlight on workplace bullying and its profound impact on mental health. From subtle forms of intimidation to overt acts of aggression, bullying can take many forms and leave lasting psychological scars.

Take a look at the articles and resources below to delve into the dynamics of workplace bullying, explore strategies for prevention and intervention, and discuss the importance of fostering a culture of respect and support in the workplace. Together, let's raise awareness about this critical issue and work towards creating healthier, more inclusive work environments for all.

**Remember!** As part of MINES EAP resources, you can access a broad range of support services to address issues related to bullying. These include free and confidential counseling, resilience-building workshops, and legal resources for more severe situations. We're here to provide you with the support and assistance you need. Call or [log in](#) today for more details or to get started!

To your total wellbeing,

## ***This Month's Focus***

**Free Webinar:**  
[Bullying: Awareness and  
Effective Response](#)

**MINESblog:**  
[New to TW? Check out  
our past Blogs!](#)

[Eating Disorders in the  
Workplace: How to  
Support Employees  
Suffering in Silence](#)

[How Black History  
Month and Mental  
Health Are Connected,  
and Why It Matters](#)

**Important Links:**  
[MINES and Associates](#)

[Current Training Catalog](#)

[Balanced Living Magazine](#)

[LinkedIn](#)

[MINES Archives](#)

**Contact Us**  
[Email MINES](#)

The MINES Team

### ***Bullying in the Workplace***

Often when people hear the word "bullying," they think of children on the playground or high schoolers getting teased by their classmates. You might think that as people get older, rates of bullying decline due to developing brains and emotions. However, this is not the case.

The prevalence of workplace bullying is significant. According to a 2017 national survey by the Workplace Bullying Institute, about 20% of U.S. workers have experienced bullying in the workplace and over 60 million workers have been affected by bullying.

#### **Workplace Bullying Defined**

Workplace bullying is defined by aggressive behavior with the intent to intimidate, humiliate, sabotage, or degrade. It involves deliberate, hurtful, and repeated mistreatment of employees fueled by a desire to control.

[Read more...](#)

### ***Bullies: Helping Your Child Cope***

Bullying can happen in school, on the playground—and now even on the Internet through social networking sites. Bullying is intentional tormenting that can be physical, social, or psychological. Hitting, shoving, threatening, shunning, and spreading rumors can all be forms of bullying. Kids who are bullied can become depressed, develop low self-esteem, avoid school, feel physically ill, and even think about killing themselves.

#### ***What to look for***

There are few things as disturbing as finding out your child is a victim of bullying. Other than seeing signs of physical harm like cuts or bruises, it may be hard to know about bullying unless your child tells you or you ask. That's why it's a good idea to bring up the subject, even if you don't think anything is wrong. Also, let your children know how important it is to tell an adult if they have been bullied. Or to tell an adult if they have seen any other kids being bullied.

Changes in your child's normal behavior may be warning signs of bullying. Signs to look for include:

- Anxiety
- Moodiness

- Inability to sleep well
- Loss of appetite
- Wanting to avoid normal routines, such as taking the school bus

### ***How to help your child***

The first thing you need to do is control your own emotions. One of the reasons kids don't tell parents about bullying is because they are afraid of their parents' reaction. Stay calm, offer support, and tell your child that you are going to help.

Never ignore bullying, and never tell your child to tough it out or fight back. Fighting back is almost always a bad idea. Kids who fight get hurt, and both kids may get in trouble.

Here are safe tips for helping your child:

- Reassure your child. Make sure your child knows that they are not to blame and should not be ashamed. Praise the courage it took to come forward and tell you about the problem.
- Learn the facts. Get all the information you can about the bullying. This includes who is involved, how often it happens, and where it takes place.
- Let the correct authorities know. Don't confront the bully's parents on your own. Leave that to school or other officials.
- Encourage safe activities and friendships. You may want to ask your child's teacher for advice on participating in healthy activities such as the arts, clubs, or athletics.
- Have a safety plan. Talk about locations, groups of kids, and activities that should be avoided. Make sure your child uses the buddy system when at risk. Discuss where to go and whom to ask for help in case of an incident

Bullying is a common problem for many kids, but as kids start to learn that bullying is never cool and that adults need to know about any acts of bullying, the situation should get better. Learn about your state's bullying laws. If you have tried all the standard ways to prevent bullying and still fear for your child's safety, you may need to contact legal authorities.

Finally, remember that many kids become bullies because they learn bullying at home. Children who are exposed to anger, shame, and violence are children who are at risk for becoming bullies. You don't want your child to be bullied and you certainly don't want your child to be a bully. Make your home environment safe and supportive.

***If you or a member of your household needs assistance or guidance on any of these wellbeing topics, please call MINES & Associates, your EAP, today for free, confidential, 24/7 assistance at 800.873.7138.***

**To access past issues of *TotalWellbeing* please visit our [newsletters page](#). This newsletter is aimed at providing helpful information about various aspects of your wellbeing and then connecting it all back to important and relevant parts of everyday life. If you have any thoughts, questions, or content you would like to see covered here please get in contact with us. You can email us directly by clicking [here](#).**

*MINES does not warrant the materials (Audio, Video, Text, Applications, or any other form of media or links) included in this communication have any connection to MINES & Associates, nor does MINES seek to endorse any entity by including these materials in this communication. MINES accepts no liability for the consequences of any actions taken on the basis of the information provided herein, nor any additional content that may be made available through any third-party site. We found them helpful and hope you do too!*