

Welcome To The Gemini IBD® Cybersecurity Infographics Newsletter



**Cyberbullying In The
Workplace
By Ravi Das**

Contents

- Introduction 3
- What Can Human Resources Do About Cyberbullying???. 3
- How Cyberbullying Affects Productivity..... 6
- Cyberbullying For Remote Workers 7
- Cyberbullying In the Workplace Statistics..... 10
- Cyberbullying in the Workplace Prevention 12
- The Financial Impacts of Cyberbullying In The Workplace 14
- Email Cyberbullying At Work..... 15
- Cyberbullying In The Workplace, And The Law..... 16
- Mobile App Leading To Cyberbullying..... 18
- How Online Gossip & Online Photo Sharing (Like Instagram) Can Lead to Cyberbullying In The Workplace 20
- Actual Case Study Of A Workplace Cyberbullying Victim 21
- Conclusions 21
- More Resources 23
- Sources..... 24

Introduction

Welcome to the latest edition of the Gemini IBD® Cybersecurity Infographics Newsletter. In this one, we continue with our series on Cyberbullying. Our last issue examined the effects of Cyberbullying using Social Media, with the main focus on kids. But in this issue, we examine the effects of Cyberbullying in the workplace.

This can be just as much if not more damaging, because in the end, it is employee productivity that is at primary risk. Also, the laws against Cyberbullying will take more effect here in this kind of venue, as now the employer can be held liable or even personally responsible for any actions that take place at the business.

Cyberbullying in the Workplace has become even more pronounced during and after the COVID-19 Pandemic, when the Remote Workforce finally took root. Even though employees may be hundreds of miles apart from each other in a physical sense, the effects of Cyberbullying are still real. It does not matter if it is in a brick-and-mortar place, or even virtually. The effects are still and even more damaging. We examine this topic in more detail in this newsletter.

What Can Human Resources Do About Cyberbullying???

As was mentioned earlier, Cyberbullying in the Workplace is something that should be taken very seriously. After all, in these kinds of instances, the employee, if he or she believes is being bullied, can easily file a lawsuit against the business. Likewise, if the employee is Cyberbullying against another entity, and if they are using company issued devices, the business owner can also be subject to a lawsuit as well.

It is important to keep in mind that while Cyberbullying should never be tolerated no matter what the venue or medium is, it can have the most severe legal consequences and repercussions in the workplace. Because of this, managers need to be proactive about this, but in the end, the “buck” literally has to stop with the Human Resources department for not only making sure that Cyberbullying against employees within the confines or even outside of it as well, but they also need to make sure that any type of punishment to the perpetrator must be strictly enforced as well.

So, what can a Human Resources department do in these situations? Here are some ideas:

- 1) Fully understand what constitutes Cyberbullying:

HR professionals need to know the differences between Cyberbullying and other types of work-related complaints. For example, it can happen through emails, such as in the body of the message or even correspondence that condemns an employee’s work performance. Also, text or SMS messages can also act as a medium for cyberbullying. Another example of Cyberbullying is using social media to bully a coworker. For example, passive-aggressive behavior can take place in work social media group messages, another example of cyberbullying.

2) Launch a formal investigation:

The HR has a legal obligation to investigate all reports and cases of Cyberbullying. Besides confronting the workplace bully, it may be necessary to offer the bullied employee ways to manage any stress, anxiety or depression the incident triggered (effects of Cyberbullying in the Workplace will be examined later in this newsletter). In regards to the offending employee, that person may not realize that what they do is considered bullying behavior. As a result, coaching or sensitivity training may be necessary.

3) Contact law enforcement:

Employees who feel a lack of support by their Human Resources department or their immediate manager for their claims of cyberbullying may have no choice but to turn to law enforcement, especially involving the threat of physical violence or bodily harm.

4) Receiving a formal complaint:

You should take immediate action by speaking with the alleged victim and then the alleged perpetrator. Document each conversation and any other communication between the two parties.

5) Be fair:

You have to be fair in your investigation. Investigators should protect the privacy of everyone involved while being careful not to overlook any evidence provided by either party. Then follow through on appropriate disciplinary action and restore order in the workplace.

Other general tips:

- Establish an anti-Cyberbullying policy.
- Employees should receive training on Cyberbullying to recognize it and avoid it.
- Businesses must train their Human Resources staff to fully investigate claims of Cyberbullying.
- Make the needed changes to the business and its work culture.
- Implement strategies to help strengthen individual managers and leaders.

Here are some statistics just to give you an overview of just how prevalent and dangerous Cyberbullying in the Workplace is:

- “31% of the U.S. workforce experienced some form of online bullying from 2017 to 2022.
- The United States has an estimated workforce of around 157 million people. Out of these, an estimated 48.6 million people are bullied either while at work or by someone from their place of work. That’s 31% of the entire workforce.
- 61.5% of respondents who were remote workers reported being Cyberbullied.

- Around 50% of cyberbullying happens during online meetings. To break it down further, 35% of meeting-based cyberbullying happens in group meetings, while 15% happens during one-on-one meetings.
- Email is the scene of 9% of cyberbullying. Of this, 6% is in group emails and threads, and 3% is in private emails (communication between only two people).
- The majority of Cyberbullying in the workplace is perpetrated by managers and their higher ups. The Workplace Bullying Institute survey found that 65% of all cyberbullying is top-down.
- 21% of Cyberbullying happens among colleagues on the same level, while 14% of Cyberbullying was found to be bottom-up.
- The Workplace Bullying Institute found that 67% of workplace bullies were men, with women making up the remaining 33% of perpetrators.
- Research shows that 72% of bullying in the workplace was committed by lone perpetrators. In contrast, only 28% involved more than one bully.
- It's reported that only 23% of cases result in the bullies facing negative consequences.
- 33.9% of workers between the ages of 25 and 31 were Cyberbullied. This makes them the most common age group to be bullied.
- 35% of Hispanic workers reported being bullied, while 26.3% of African Americans and 30% of Caucasians reported the same. The rate of Caucasians bullied, at 30%, is equal to the national average.
- In 67% of cases, the target of Cyberbullying ends up leaving their current job. Among these cases, 17% of targets are forced to leave by upper management, while 15% are transferred somewhere else. In 23% of cases the target leaves voluntarily, and 12% of targets are simply fired.

(SOURCE: 4).

For more information on these above stats, click on the link below:

<http://cyberresources.solutions/cyberbullying/stats.pdf>

To view an Infographic on them, click [here](#).

How Cyberbullying Affects Productivity

One of the gravest consequences of Cyberbullying in the Workplace for any employer is the sharp decrease in productivity in the daily job tasks due to the sheer mental anguish that the victim endures through. Here are some of the impacts that can happen:

- 1) Employees will their enthusiasm, and fun at the workplace resulting in low morale and productivity.
- 2) No matter to what degree the victim was extroverted; the chances are high that they will suddenly become an introvert.
- 3) Workplace cyberbullying can greatly lower the victim's self-esteem and causes them outrage, anger, and shame amongst their many colleagues at the workplace.
- 4) Victims could self-harm and may vent their fury on their parents, spouses, children, friends, and other family members.
- 5) A lower level of concentration:

As a result of being Cyberbullied, the attention span of the employee will greatly suffer. It becomes increasingly difficult for the employee to pay attention to detail as they normally would and mistakes begin to show up in their work. The end result will be poor performance on their daily job tasks.

- 6) Indecisiveness:

When the victim becomes unsure about themselves, how can he or she be sure about anything else? Simple problems would seem gargantuan and simple tasks might seem herculean to them.

- 7) Inefficiency:

When a star employee who used to finish all the work on time suddenly starts to struggle to complete their daily tasks sparingly, this is usually a strong indicator that something is wrong. The victim's productivity will also suffer due to their divided attention towards dealing with the unwanted issues of Cyberbullying.

- 8) Loss of self-respect:

The Cyberbullying victim will eventually lose faith and respect in his or her own capabilities to do their daily job tasks.

There can also be damaging physical effects to the Cyberbullying victim, and these are as follows:

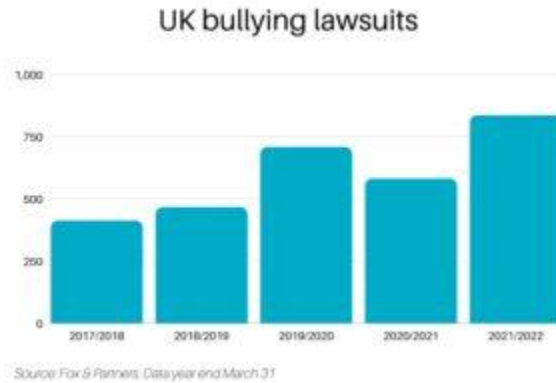
- Anxiety
- Chronic fatigue syndrome
- Fibromyalgia
- Irritable bowel disease
- Hypertension
- Neurological structural changes to create the “stressed brain”
- Panic attacks
- Post-traumatic stress disorder (PTSD)
- Skin disorders

Cyberbullying For Remote Workers

Working remotely has always existed, even well before the COVID-19 Pandemic. But Cyberbullying in the workplace really exploded then, as pretty much everybody was working from home. Some of the reasons for this include the following:

- Not using company issued devices (companies were much too late in giving these out to their employees).
- Workers using their own smartphones to conduct their daily job tasks with no extra security mechanisms deployed into them (this is also known as “Bring Your Own Device”, or “BYOD” for short).
- The lack of the IT Security team unable to deploy software patches and upgrades onto the company issued devices in a timely manner.
- The effects of “Zoombombing”.
- The intermeshing of the business and home networks leads to more security vulnerabilities, gaps, weaknesses, etc.
- The lack of the enforcement of security policies because of the remote distances employees were, and still continue to work from.

At this point, it would actually be quite interesting to see some trends as to how Cyberbullying affected remote workers in other countries, such as the United Kingdom. An illustration of this can be seen below:



(SOURCE: 8).

In the United Kingdom, Hybrid Working is producing the perfect environment for Cyberbullying. The factors cited include the following:

- 1) If there is tension between remote workers, there is less opportunity to clear the air. Also, when working remotely, colleagues can avoid each other, adding more fuel to any tension.
- 2) There is a far less opportunity for a manager or other higher ups to pick up on cues about an employee’s wellbeing, especially if they are being Cyberbullied.
- 3) With the primary form of communication being written, there is more chance of misinterpreted tone or message.
- 4) The proverbial “water cooler moments” have been replaced by so called “clique” group chats within instant messaging apps. This promotes remote workers to totally gossip freely about other coworkers.
- 5) Remote workers very often feel disengaged and isolated from the rest of the company due to being left out of face-to-face meetings.

Because of the uptick in Cyberbullying to remote workers during and after the COVID-19 Pandemic, the Government of the United Kingdom has taken these proactive steps:

- 1) They have specifically asked remote workers:

They have asked companies in the United Kingdom to [use third party employee surveys](#) to ensure participant anonymity is ensured. This has fostered a psychologically safe environment where employees can speak up against workplace bullying.

- 2) They have asked employers to closely monitor group chats or virtual meetings:

They have to look specifically for negative behaviors such as undermining, passive aggressive or intimidating comments and gestures, taking credit for another's work, excluding colleagues, criticizing, blaming and making unreasonable demands or deadlines.

3) They have asked employers to create a psychologically safe environment for remote employees:

The idea here is that they can share in a very private manner with their respective manager if they have witnessed any hybrid workplace bullying, without being penalized for doing so.

4) They have asked employers to use instant messaging platforms to their advantage:

A prime example of this is the creation of Human Resources channels where remote employees can instantly chat to members of the HR team if they need to.

Cyberbullying In the Workplace Statistics

Like we have in our previous Cyberbullying Newsletters, here are some statistics just to show how dominant and dangerous Cyberbullying in the Workplace is:

- “Approximately 37% of adult internet users report experiencing harassment or cyberbullying at work.
- 20% of workplace cyberbullying incidents result in job termination for the perpetrator.
- 75% of employees involved in workplace cyberbullying report psychological distress.
- Approximately 39% of employees who were the target of workplace cyberbullying left their job as a result.
- About 55% of people who have bullied others online have also been targets of cyberbullying.
- 45% of employees experience workplace cyberbullying through social media platforms.
- Approximately 60% of employees who experience workplace cyberbullying suffer from anxiety.
- Approximately 70% of female employees are more likely to experience workplace cyberbullying.
- Approximately 24% of employees have witnessed coworkers being cyberbullied in their workplace.
- About 28% of employees experience workplace cyberbullying due to discrimination based on race or ethnicity.
- Around 21% of employees experience cyberbullying at the workplace due to their sexual orientation.
- Approximately 40% of cyberbullying victims at the workplace experience emotional stress that interferes with their job performance.
- Around 35% of employees experience workplace cyberbullying through text messages.
- Almost 50% of employees are unaware of any procedures in place for reporting workplace cyberbullying.
- Around 33% of employees find that workplace cyberbullying negatively impacts their mental well-being.
- Only about 14% of cyberbullying incidents in the workplace are resolved.

- Over 80% of cyberbullying incidents in the workplace involve personal attacks rather than professional issues.
- Approximately 39% of employees who were the target of workplace cyberbullying left their job as a result.
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(SOURCE: 9).

Cyberbullying In The Workplace Statistics



Digital Overload

Device connectivity blurs work–personal boundaries, raising cyberbullying risks for employees.



Misuse Technology

Tech adoption at work facilitates harassment through messaging, email, and collaboration tools.



Remote Work

Remote/hybrid work policies raise cyberbullying risk from employee isolation/ disconnection.

zipdo

(SOURCE: 9).

Cyberbullying in the Workplace Prevention

As it was mentioned earlier in this newsletter, Cyberbullying in the Workplace has far different ramifications than other forms of Cyberbullying in different venues. Probably the biggest difference here are the legal ramifications that precipitate, especially from the employee that has or is currently being Cyberbullied. Although the proverbial “buck” stops with the owner of the business, Human Resources (HR) also can play a huge part. Here is what they can do to help mitigate Cyberbullying in the Workplace:

1) Promote a culture of respect:

“Workplaces that promote tolerance, fairness, respect, and empathy are less likely to experience bullying, abuse and harassment,” says Andrew.

Include cyberbullying in your existing violence and harassment policy and communicate it widely. Use team meetings and safety talks to reiterate the messages about bullying and cyberbullying in the workplace. Encourage workers who witness it, to report it.”

2) In the Human Resources Policies:

This is what needs to be formally included in them:

- Define what cyberbullying is and what it looks like.
- Outline what is and isn't acceptable to say when communicating online, with examples.
- Discuss the consequences of cyberbullying, including posting malicious gossip on the internet.
- Provide step by step instructions for employees to report bullying and cyberbullying.
- Describe procedures for investigating and remedying complaints.
- "Explain what supports are available for workers who have been bullied (for example, Employee and Family Assistance Programs (EFAPs))"

3)Provide training for managers and supervisors:

Supervisors require training on all aspects of the workplace's violence and harassment policy, including those related to cyberbullying. They need to understand your workplace's legal responsibilities, the impact of bullying on employees and on the workplace, how to identify someone who is being bullied or cyberbullied, and how to respond to complaints and provide support.

Remember, sometimes the perpetrator of the bullying is the supervisor. Help prevent this by providing training that develops communication, empathy and sensitivity skills.

"Bullying by supervisors is especially unacceptable because of the power imbalance with employees," says Andrew. "Employers should hold all employees to the same standards and apply the same consequences." Ensure everyone has a safe person to speak to if their bully is a superior."

4)Always empower employees:

- "Tell them what they should do and not do if they are targeted by workplace cyberbullies. For example:
- Don't respond to the bully in anger.
- Make a complaint using the process outlined in your violence and harassment policy.
- Take screen shots of offending posts, email, or texts to support the complaint.
- If the cyberbullying occurs on a social media platform, report it to the site.
- If there is a threat to your physical safety at work, report it immediately."

5)All employers must prepare a workplace violence policy and review it at least every quarter. It should at minimum, contain the following:

- Illustrate an employer’s commitment to protect workers from workplace violence and harassment. This includes cyberbullying.
- Outline all potential sources of workplace violence (e.g., colleagues, clients, the public).
- State the roles and responsibilities of everyone in the workplace that support the policy and program.
- Be signed and dated by the highest level of management for the organization.
- Be in writing and posted in a highly visible spot in the workplace.”

(SOURCE: 10).

- 6) Make it absolutely clear that anything posted on the internet may result in corrective action up to termination depending on the context.
- 7) Remind all of your employees to stop and review an email before sending and consider the reaction of the receiver.
- 8) Fully recognize and address any complaints of cyberbullying immediately.

The Financial Impacts of Cyberbullying In The Workplace

Apart from the legal ramifications of Cyberbullying in the Workplace, there are also severe ones as well to the employer. These are the ones that impact the bottom line. Here are some examples of the financial toll Cyberbullying can take on a business:

1) Loss of Productivity:

When Employees don't typically perform well when working in high-anxiety situations, employers face a loss of productivity due to workplace bullying.

Aside from the distraction, Cyberbullied employees also feel a loss of motivation, causing them to avoid putting in extra effort or working extra hours.

2) Healthcare Costs:

Cyberbullying can have a real impact on the health of employees, such as high blood pressure, depression, migraine headaches, or anxiety. This can cost an employer in the form of sick leaves, and rising health insurance costs.

If a Cyberbullied employee chooses not to quit their, the employer may be forced to pay rehabilitation and counseling costs to help the employee remedy any emotional damages they may have incurred.

3) Absenteeism:

When employees are Cyberbullied, they are much more likely to in sick when they're not, or maybe even go on extended medical disability leaves. That kind of absenteeism translates into a big loss of time in the workplace.

4) Workplace Turnover:

Workplace Cyberbullying has been associated with high employee turnover rates. As a result, there's an economic impact on the employer, particularly if they're losing skilled workers. Each time an employee leaves the workplace because of Cyberbullying, there are replacement costs associated with recruiting, hiring, and training their replacements.

5) Reputation Damage:

The company can experience reputation damage, leading to hiring difficulties in finding qualified employees to replace the bullied victims. It is quite certain that a company with a reputation for allowing workplace bullies might have difficulty selling its product and services. This is even further exacerbated by online reviews that can be quickly posted on Yelp, Zillow, Google, etc.

Email Cyberbullying At Work

Email has certainly come of age in today's world. It is one of the primary means that we communicate amongst one another, besides texting or sending Instant Messages (IMs). Because of this, Email has also become a popular venue for coworkers to bully one another. This has become technically known as "Email Abuse", and the following are signs, either as a manager, a Human Resources (HR) rep, or even the business owner, that you need to be on the lookout for.

1) Notice attitude changes in your employees:

If an employee exhibits a change in demeanor at work, it is worth reaching out to see if they are experiencing any issues. Btu any confrontation must be done on a professional level.

2) Monitor all forms of electronic based communications:

Make sure to examine all levels of the company for any signs of inappropriate email use in the workplace.

3) Maintain a Zero Tolerance Posture:

If a complaint of Cyberbullying is made against management, it must be taken very seriously. Do not display or exhibit any kind of favoritism.

There are two specific ways to mitigate the risks of Cyberbullying happening in the Workplace. The first is to maintain a strong Email Policy, which should include the following components:

- 1) A very clear statement that your email system is employer property, and that it is only to be used for communications regarding work related activities.

- 2) An explanation of the rules governing the use of the email system. This verbiage should include the following content:
 - The employees cannot transmit or receive confidential or sensitive information
 - The employees cannot transmit or receive discriminatory, harassing, sexually oriented, offensive or other illegal or improper messages.
 - The employees cannot download unauthorized software of any kind or type onto the employer system.
- 3) Your Email policy should include a statement that the employee has no expectation to privacy regarding any emails sent, received or stored at the workplace or even if working from home using company issued devices.

If an employee is Cyberbullying another employee, the perpetrator might think that they are safe simply safe by deleting that particular Email message. But truth be told, whenever messages are sent via an electronic medium, they still remain, although they are not in plain sight. Therefore, you can use this archiving function for the benefit of mitigating Cyberbullying in the Workplace.

For instance, this technology is designed to log every communication in and out of a business, which can guarantee that any interaction that violates your company policy is stored and maintained permanently.

Thus, an archiving system will act as a sort of fail-safe measure for your organization. For example, if an instance of Cyberbullying is reported to you, you can easily recall all of the messages that were used for intimidation as evidence without any hesitation.

For example, say an employee lodges a complaint against a co-worker, alleging bullying or abuse in the form of intimidating and threatening email. In certain cases, The accused employee may try to alter or delete the communications in question. Therefore by using an archiving mechanism will eliminate the possibility that the communication will be tampered with.

Cyberbullying In The Workplace, And The Law

As it has been reviewed earlier in this newsletter, Cyberbullying in the Workplace can have far more serious consequences for both the employer and the employee that is doing the actual Cyberbullying. This all stems from the legal repercussions that follow. As a result, many businesses today are hiring lawyers to not only help them craft out their Human Resources (HR) policies, but to also keep them on a retainer basis if they are ever needed for a Cyberbullying case.

Here is an actual attorney's view about Cyberbullying in the Workplace:

"The changing nature of work in the information age is also making the management of these and other workplace behaviors challenging. Modern technology has contributed to a blurring of the public/private distinction at work through:

- The use of social media for work activities;
- The use of private social media accounts during work hours or in the workplace; and
- The use of personal social media, email accounts and other electronic devices to perform work outside the workplace either during work hours or outside of work hours.

Regrettably, it is not uncommon for employees to be bullied or harassed online by other workers both at work and outside of work, or for them to be oblivious as to the source of the harassment because of the anonymity of some of the perpetrators. Nor is it uncommon for employers to suffer reputational damage, and in some cases intellectual property infringements, because of an employee's online conduct regardless of when and where it occurs.

From an employer's perspective, this has significant implications not only because they are obliged to provide a safe system of work, but also because they can be found vicariously liable for cyberbullying and other misconduct outside the workplace where:

- There is an obvious connection between the conduct and their employment;
- The conduct is so serious, it repudiates the employment contract (thereby justifying the need for intervention);
- The conduct is so serious it irreparably damages the relationship of trust and confidence between the employer and the employee; or
- The conduct creates a serious and imminent risk to health the health and safety of workers (thereby triggering the employee being exposed to serious misconduct which is a ground for summary dismissal).

The application of these principles to social media that is used outside the workplace outside of work hours is difficult. Much of the time, there will not be a sufficient connection between the conduct involved and the workplace, given that the employer power to intervene is somewhat confined to matters that affect it affects business reputation or workplace productivity.

Furthermore, cyberbullying is often covert. It frequently involves anonymous perpetrators and other keyboard warriors who may or may not be co-workers. With the overlap with criminal law and workplace health and safety legislation – each of which are each administered by different government departments, these issues can sometimes get lost in the minutia of whose responsible for what?

From a contractual perspective, lawyers have been attempting to bridge the gap to help in the provision of a safe system of work by:

- Attempting to define when an employee is and is not at work, or alternatively when the employer can and cannot intervene in certain forms of personal conduct;

- Developing employment conditions that require employees to comply with all laws, workplace policies, social media policies, privacy policies and code of conduct for work-related activities, and when the circumstances warrant it, personal activities; or
- If employment policies are not incorporated into employment contracts (as is often the case with good reason), by relying on those policies to discipline employees.”

(SOURCE: 14).

Mobile App Leading To Cyberbullying

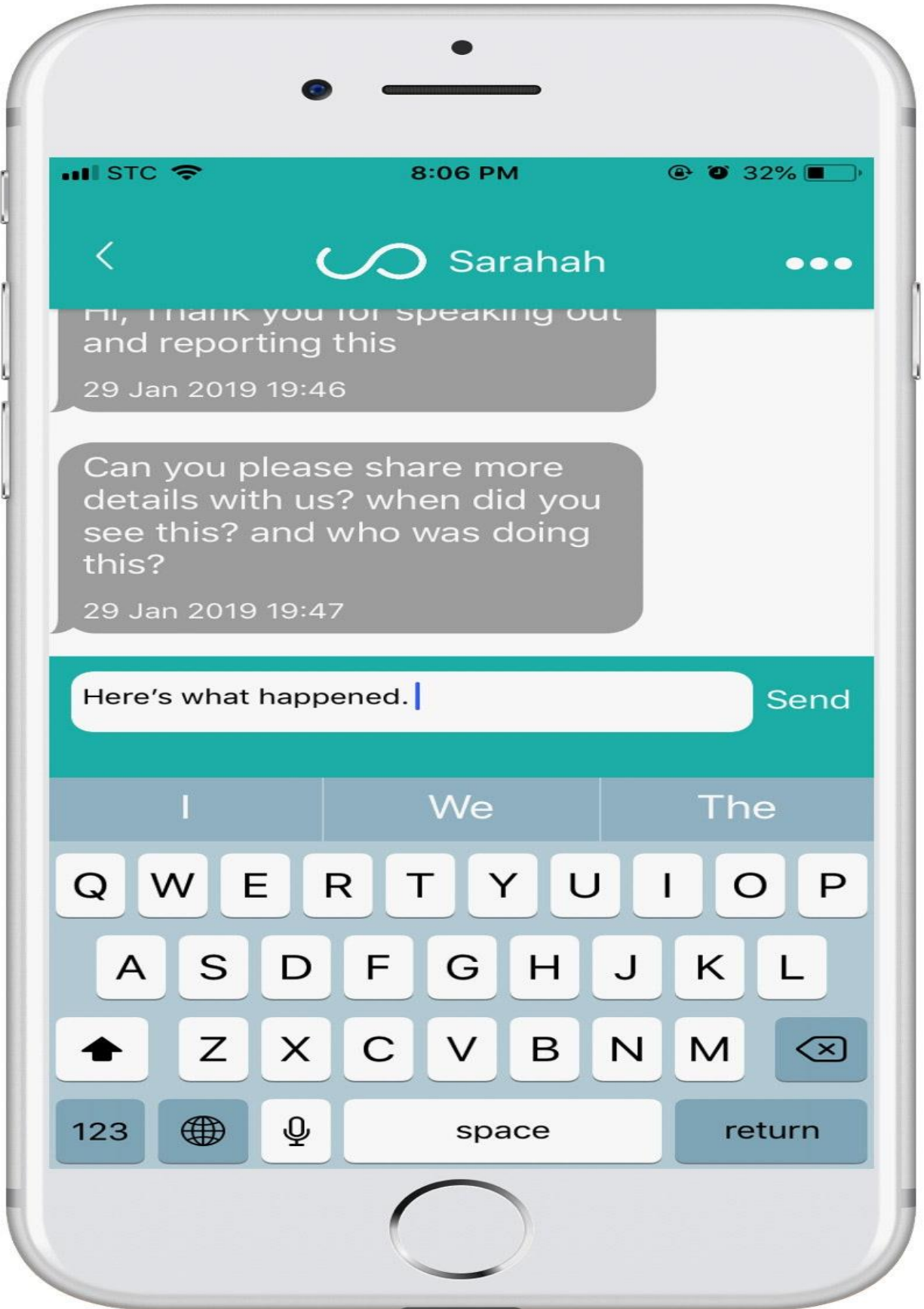
One of the explosions in the world of smartphones today is that of the mobile apps. It seems like everybody has something on their wireless devices, and while they do have a distinctive advantage of being convenient, they are also borne with huge Cybersecurity risks. One of them are the rogue apps that are created, and uploaded to the popular stores owned and operated by both Google and Apple. But apart from this, mobile apps can also be used for big time Cyberbullying in the Workplace.

One such mobile app is called “Sarahah”. It was initially designed to be a workplace productivity tool, but soon it became a vehicle which teenagers used for massive levels of Cyberbullying. Because of this, both Apple and Google banned it from their respective stores. Ironically, “Sarahah” means “Honesty” in Arabic.

The CEO of the mobile app had strong security features designed in this mobile app, by making companies and organizations first creating an account. Once this has been verified, managers will receive a sign-up code and a link to hand out to employees who are deemed fit to use the platform. But employees who sign up using that particular code or link aren’t required to provide a work email address, just a username and password. But this remains anonymous.

To help combat Cyberbullying in the Workplace, any messages that are transmitted are sent as direct one, thus allowing representatives from the company to follow up with the suspected employee if they need more information and take next steps for disciplinary action.

“Sarahah” is illustrated below:



(SOURCE: 15).

To view this entire story, click on the link below:

<https://www.wired.com/story/app-that-promoted-cyberbullying-shifts-to-workplace/>

To get more details into “Sarahah”, click on these links:

<https://mashable.com/article/the-story-of-sarahah-app#8VOGqm0zLuqf>

<https://nymag.com/intelligencer/2017/07/what-is-sarahah-app.html>

How Online Gossip & Online Photo Sharing (Like Instagram) Can Lead to Cyberbullying In The Workplace

It is very important to remember that Cyberbullying in the Workplace does not just involve direct threats or harassment. It could also include gossip, and the spreading of false information about a person, which is so prevalent in our society today. To validate this, a company called AVG Technologies recently conducted a market research study which involved 4,000 employees located in 10 different countries. 400 of these respondents were from New Zealand.

Here are some of the key findings from it:

- “One in 10 respondents discovered secret discussions about them online were initiated by colleagues using social media.
- Embarrassing photos of 9 per cent from work events had been uploaded onto social media sites.
- 4 per cent even found themselves subjected to unwanted romantic advances through online media. In the US this number rose to one in 10 of all adults surveyed.
- 93 per cent of respondents believed that sending unpleasant or defamatory remarks to or about a colleague using digital communications constituted cyber-bullying. Other forms of cyber-bullying included posting negative comments on a social media site about a colleague's appearance at a work event (90 per cent) and criticizing a colleague behind their back through email, instant messaging, social media or SMS (80 per cent)
- Almost one in 10 people had experienced a manager using information from a social media site against them or a colleague
- More than half of respondents admitted they would confront colleagues in person if they felt they were the victim of cyber-bullying
- A fifth of respondents were not protected from cyber-bullying because workplaces did not cover it within existing policies

- Half of those surveyed believed their company was responsible for the online behavior of employees during work hours if they were using their personal social media accounts

(SOURCE: 16).

Actual Case Study Of A Workplace Cyberbullying Victim

We have covered a lot of ground with respect to Cyberbullying in the Workplace. But the effects of it really don't seem real until you actually hear how it happened to somebody in the real world. In one situation, the victim had to deal with both on the Cyber side and directly. There was a coworker who kept intimidating her at the workplace, and it essentially made her life in a literal "living hell".

This worker approached her manager, and even the bullied herself. Unfortunately, none of this worked. Finally, she took matters into her own hands, and sought counseling and in the end, quit her job only to find something much better, and in a much less toxic atmosphere. To read her inspirational story and even watch a video on it, click on the link below:

<https://www.britannica.com/video/180157/victim-workplace-bullying-experience>

Conclusions

So far in all of our newsletters, we have examined Cyberbullying from a number of key perspectives. But it is probably the workplace environment that is amongst the most toxic. It of course has always been an issue, but given the advent of the remote workforce because of the COVID-19 Pandemic, it has gotten much worse.

And of course, the interconnectedness of everything in both our personal and professional lives has also exacerbated the situation even more. But the main takeaway from this newsletter (among others) is to remember that you are not alone. If you are a victim of Cyberbullying in the Workplace, always first go to your boss or manager. See if things can be worked out there.

If they can't, then go up to the next level, and talk to somebody from your Human Resources department. If they cannot find a solution, then the court of last resort would be to retain an attorney, and seek legal action. Of course, no employer wants to reach this point, so things should be resolved at least at the level of Human Resources.

Also, never confront your Cyberbullier head on. It will antagonize them even more, and lead to more provocative actions down the road. Don't forget to check out the links to the extra resources we have provided below.

Finally, if you ever need any help or assistance, please [contact](#) us.



More Resources

Scientific Study Quantifying Cyberbullying In The Workplace:

http://cyberresources.solutions/Cyberbullying/Measurement_Impact.pdf

Scientific Study Quantifying Cyberbullying In The Workplace for Adults:

<http://cyberresources.solutions/Cyberbullying/Adult.pdf>

Scientific Study On The Economic Issues with Workplace Cyberbullying:

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