

Resolution on Bullying in the Workplace

WHEREAS, workplace bullying is a form of malicious conduct where one or more employees with organizational power deliberately and repeatedly practice or perpetrate at least one of the following behaviors against a worker:

- Verbal abuse such as derogatory remarks, insults, humiliating slurs;
- Conduct that a reasonable person would find threatening or intimidating;
- Gratuitous sabotage or the undermining of a worker's work performance;
- Deliberately falsified or unfounded negative information about a worker;
- Deliberately withholding needed information from a worker;
- Abuse of authority by painfully manipulating a worker; and/or
- Any similar deliberate and repeated behavior; and

WHEREAS, social science shows that workplace bullying follows predictable patterns ending in the debilitating illness or expulsion of a worker; and

WHEREAS, workplace bullying does not promote any employers' legitimate business interests but negatively impacts the affected worker's job performance and health, and also the morale, attendance, retention and productivity of the entire workforce; and

WHEREAS, civil rights legislation is inadequate to defend against workplace bullying and health problems caused by it are not normally compensable under the workers compensation system; and

WHEREAS, competent and conscientious workers have felt forced to resign by workplace bullying and some have been severely harmed by it; and

WHEREAS, social scientists show that people who have been targeted by workplace bullying commit suicide at a higher rate; now, therefore, be it

THEREFORE BE IT RESOLVED THAT, the Washington State Democratic Party condemns workplace bullying and calls on all employers to take necessary steps to ensure employees are protected from bullying behavior; and,

BE IT FURTHER RESOLVED THAT, the Washington State Democratic Party shall distribute this resolution to all appropriate regional elected officials to better educate and prepare public employers to prevent bullying, protect employees when workplace bullying occurs, and appropriately address such occurrences; and,

43 **BE IT FURTHER RESOLVED THAT**, the Washington State Democratic Party shall call
44 upon Governor Gregoire to take appropriate action to ensure the state of Washington is
45 a model employer when it comes to protecting its workers from workplace bullying.

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47 **THEREFORE BE IT FINALLY RESOLVED THAT**, this resolution, upon passage, be
48 submitted to appropriate regional broadcast, print media, and Internet sources.

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51 Submitted by the Mason County Democrats to the Washington State Democratic
52 Central Committee for consideration at its September 29, 2007 meeting in Wenatchee.
53 (Date Submitted 9/13/2007)

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55 The WSDCC Resolutions Committee "CONSOLODATED WITH AMENDMENTS THIS
56 RESOLUTION WITH RESOLUTION #367" at its September 29, 2007 meeting in
57 Wenatchee.

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59 The WSDCC "PASSED" this resolution at its September 29, 2007 meeting in the
60 Wenatchee.