

The Dignifying Effects of Workplace Bullying Legislation (2009)

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In recent decades, legislative bodies have enacted protections against forms of mistreatment such as spousal abuse, child abuse, school bullying, discrimination, and sexual harassment. By contrast, workplace bullying – the repeated, harmful, and often malicious mistreatment of an employee by verbal and non-verbal means – has remained largely unaddressed by protective statutes, despite its frequency, severity, and destructive impact on individuals and organizations.

My presentation will examine the growing worldwide movement to enact workplace bullying legislation, briefly summarizing developments in Europe, Canada, Australia, and the United States. It will place these efforts in the broader context of the quest to build (in Robert Fuller's words) a "dignitarian" society.

I have written extensively about workplace bullying and the law and have authored model legislation, dubbed the "Healthy Workplace Bill," that has been introduced in numerous American state legislatures.

Previous writings (with links to freely downloadable articles):

The Phenomenon of "Workplace Bullying" and the Need for Status-Blind Hostile Work Environment Protection (*Georgetown Law Journal*, 2000)

(http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1303690)

Crafting a Legislative Response to Workplace Bullying (*Employee Rights and Employment Policy Journal*, 2004)

(http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1303725)

Workplace Bullying and Ethical Leadership (*Journal of Values-Based Leadership*, 2008)

(http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1301554)

Human Dignity and American Employment Law (*University of Richmond Law Review*, 2009)
(http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1299176)

Minding the Workplace (blog of the New Workplace Institute)
(<http://newworkplace.wordpress.com>)