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Workplace Bullying

Workplace bullying is increasingly being recognized as a major workplace issue. These cases do not usually involve physical violence. Instead, the majority of cases are instances of a person's work being sabotaged or their work reputation being attacked. Based on recent studies, 96% of employees experience bullying in the workplace and 89% report the bullying has continued for more than five years.

Both public and private employers are taking steps to address the problem and to address the liability by adopting policies against workplace bullying. During the 2013 legislative session, the Kansas Legislature passed a bill requiring all school districts in Kansas to adopt policies regarding workplace bullying. This bill, consistent with both the Legislature's previous action and workplace trends, requires each State agency to develop and adopt a policy for reporting and addressing workplace bullying. Each agency will have the flexibility to adopt its own policy. The overall goal is to reduce workplace bullying and protect the State from any potential liability.