

# Bullying and Harassment – who isn't affected?

**The scenario usually goes something like this. You read the employee survey results which leave you feeling a bit unsettled by the levels of people having experienced bullying or harassment whilst at work, and this quickly leads onto internal debate.**

**“People just don't like having to work hard and are reacting badly to performance management”, “It's not real bullying and harassment, people don't realise how good they've actually got things here”, “Everyone's just more stressed because they're worried about job security, and can't help taking this out on others...”**

**And so the speculation goes on.**

The impact of bullying and harassment goes far wider than just those who have personally experienced it; extending to managers and colleagues of those who feel bullied or harassed, as well as managers and colleagues of the person(s) felt to be instigating it, not to mention HR, union reps and many others along the way.

Utilising a range of techniques Ipsos MORI helps organisations get beyond the speculation; allowing you to make informed decisions about what the real issues are and where they lie.

There is apprehension about researching issues as sensitive as bullying and harassment for fear of 'opening up a can of worms'. You may be tempted to not communicate the findings back to employees and concerned about how these results could impact your reputation; both internally and externally. We are well aware of the sensitivities at play with research of this nature – for both the organisation and its employees – and our appreciation of these, and our experience in this area, cannot be underestimated.

It's also clear that doing nothing is not a positive option.

Our research approaches are geared towards understanding how bullying and harassment manifests itself for employees, how they perceive internal support and reporting mechanisms and what their views towards solutions are (both existing and potential). Responses and perceptions differ greatly across organisations – Reasons and solutions may be ideal for some, whilst they are wide of the mark for others. This is not just about reviewing policies, as policies are often well designed and wholly appropriate. Our overall aim is to support a positive working environment, as appropriate to each organisation.

**Ipsos MORI has a wealth of experience designing and delivering both qualitative and quantitative orientated research solutions in this area. This covers an appreciation of how to recruit employees for this type of research as well as designing truly effective research methods to help you put appropriate and meaningful strategies in place.**

