

**OSC 12**  
Ohio Safety Congress & Expo

**WELL AT HOME. SAFE AT WORK.**

**315 Bullying vs. Harassment: Understanding the Costs to Health and Business**

Scott Warrick, J.D., MLHR, CEQC, SPHR

Wednesday, March 28, 2:30 to 3:30 p.m.

**Ohio** Bureau of Workers' Compensation

**Continuing Nursing Education Disclosures**

- o **Goal:** To educate conference attendees on specific aspects of accident prevention and Ohio's workers' compensation system
- o **Learning objectives for session # 315 Bullying vs. Harassment: Understanding the Costs to Health and Business:**
  - Distinguish between bullying, harassment, and bigotry
  - Explain how workplace bullying interferes with the accomplishment of strategic goals
  - Identify ways to prevent the physiological and neurological effects of workplace bullying
- o **Criteria for Successful Completion:** Attend the entire event and complete a session evaluation.
- o **Conflict of Interest:** The planners and faculty have **no** conflict of interest.
- o **Commercial Support:** There is no commercial support for this event.
- o **Continuing Education:** Awarded 0.1 IACET general CEUs and 1.0 RN\* contact hour.

\*The Ohio BWC (OH-18801-01-2013) is an approved provider of continuing nursing education by the Ohio Nurses Association (OBN-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

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***Bullying vs. Harassment:  
Understanding the Costs to  
Health and Business***

by

***Scott Warrick, JD, MLHR, CEQC, SPHR***

***www.scottwarrick.com***

**What Is "BULLYING"?**

**BULLYING  
vs.  
HARASSMENT**

**What Is "BULLYING"?**

***"Any actual or threatened physical, verbal or nonverbal abuse occurring either inside or outside of the organization that can create an internal atmosphere where administration/management believes the reasonable person in the community would feel intimidated or threatened to the point they would not be able to function properly."***



***Congressman Weiner***



**Ohio State Trooper Craig Franklin  
January 20, 2008**

***What Are Our Workplaces Like?***

***77% Of All Americans HATE Their Jobs***

***20% More Americans Have HEART  
ATTACKS On Monday Morning Than Any  
Other Day Of The Week?***

Image was deleted  
or was moved

Picturetrail.com

**Why Do 77% of Americans HATE Their Jobs?**

**#1 Reason:  
BULLIES**

***EMOTIONAL INTELLIGENCE:***



***Can You Control Your  
EGO & EMOTIONS?***

***What Is Diversity?***

**ANYTHING  
THAT MAKES YOU  
DIFFERENT**



*Where's The Diversity?*

*What Is Tolerance?*

**NOT**  
**PERSECUTING**  
**PEOPLE WHO ARE**  
**DIFFERENT!**

*Is It Good To Discuss*

**“POLITICS”**  
**&**  
**“RELIGION”?**

*Are We Tolerant Of*  
*Others ...*

*Or Are We Only Tolerant*  
*of People Who Think*  
*Like Us?*



**Why Is Everyone So**  
**Upset With Joe Pa?**



*LOVE The Dark*



*The hottest places in hell are reserved for those who, in times of great moral crisis, maintain their neutrality.*

~Dante Alighieri

*How Can Bullying  
Affect the  
Financial Health  
of the Workplace?*

**“DOLLAR-FOR-DOLLAR ROI FORMULA”  
REVENUE/COST OF LABOR**

- 1  $\$1,000,000 \div \$530K = \underline{\$1.89 \text{ to } \$1}$  (189% ROI)
  - 2  $\$1,550,000 \div \$575k = \underline{\$2.70 \text{ to } \$1}$  (270% ROI)  
\$.81 Increase ROI: +43%:  $\$1m \times 43\% = + \$430,000$
  - 3  $\$2,275,000 \div \$685K = \underline{\$3.32 \text{ to } \$1}$  (332% ROI)  
\$.62 Increase ROI: +23%:  $\$1.55m \times 23\% = + \$356,500$
- + \$1.43 dollar in Revenue for every \$1 on Labor =  
\$786,500 increased Revenue Over Labor Cost**

*Why “Emotional Intelligence”?*

***#1 Factor***

*that determines your*

**HEALTH**

**What Is In This For Me?**

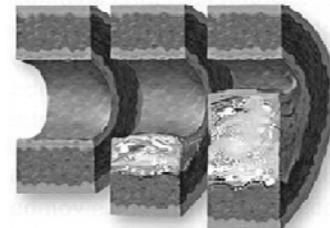
**YOUR HEALTH!**



**What Is In This For Me?**

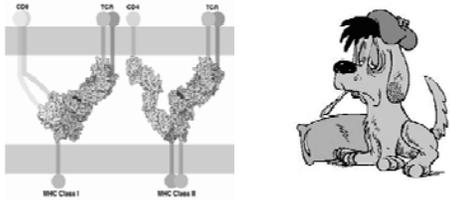
**YOUR HEALTH!**

**HEART DISEASE AND STROKE**



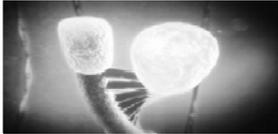
What Is In This For Me?  
**YOUR HEALTH!**  
**HEART DISEASE AND STROKE**  
**GETTING SICK!**

What Is In This For Me?  
**YOUR HEALTH!**  
**GETTING SICK!**



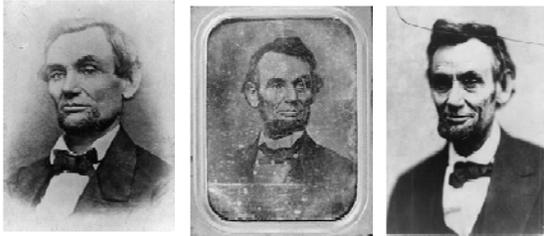
The diagram shows a T-cell receptor (TCR) with CD4 co-receptors interacting with an MHC Class II molecule. Labels include CD4, TCR, CD4, TCR, MHC Class I, and MHC Class II. To the right is a cartoon dog sitting and looking at a book.

What Is In This For Me?  
**YOUR HEALTH!**  
**HEART DISEASE AND STROKE**  
**GETTING SICK!**  
**AGING BEYOND YOUR YEARS**



A glowing DNA double helix structure is shown against a dark background.

What Is In This For Me?  
**YOUR HEALTH!**



1860                      1864                      1865

Three black and white portraits of Abraham Lincoln are shown side-by-side, representing different stages of his life. The first is from 1860, the second from 1864, and the third from 1865.

What Is In This For Me?  
**YOUR HEALTH!**

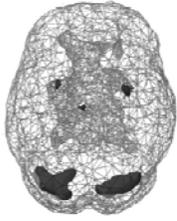


A 2x3 grid of images showing various biological structures, including DNA double helices and cellular components, with a glowing effect.

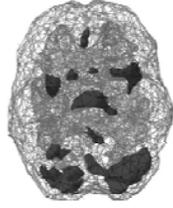
***FLOODING***  
**v.**  
***FLOW***



### Damaged Goods



**“Normal”  
Healthy Brain**



**Brain With  
Depression, OCD,  
& Panic Attacks =  
PTSD**



*The hottest places in hell are reserved for  
those who, in times of great moral crisis,  
maintain their neutrality.*

~~Dante Alighieri

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