

Honorable Senator Taylor and members of the Oregon Senate Committee of Workforce,  
I will be attending today's hearing as a private citizen. I will be there on my own time.

My name is Micheline Mosher and I have served the State of Oregon since 1997 in various employment roles. I have been at the Oregon Department of Revenue for over 15 years as a Data Entry Operator (DEO). For a large period of my employment at Revenue, I have increasingly been involved in union activities at my worksite. My current role is SEIU 503 Local 150 chief steward and I am also active in workplace committees. Today I represent myself only.

I am here to add my voice to those voices that are crying out for harassment-free workplaces. I do want to convey my perception that "sexual harassment" is only part of the problem in the workplace. The existence of abusive behavior at work, generally known as Workplace Bullying, is a large component in what I have come to think of as "the culture of fear" at my agency. Abusive behavior at work or elsewhere is unacceptable to me.

It is my belief that **Everyone deserves a safe, healthy, and dignified workplace**. This concept goes beyond the language of SB479, but it is more inclusive. In no way do I diminish the intent of this bill to address the abusive behavior "Workplace harassment" whether there is a sexual harassment component or not. In SB479, in Section 1 (1) "**Assault** means intentionally, knowingly or recklessly causing physical injury".

If **Everyone deserves a safe, healthy, and dignified workplace**, then the State of Oregon must also address Workplace Bullying which is characterized as "repeated, **health-harming mistreatment** of one or more persons (the targets) by one or more perpetrators: abusive conduct that takes one or more of the following forms:

- Verbal abuse, or
- Threatening, intimidating or humiliating behaviors (including nonverbal), or
- Work interference – sabotage – which prevents work from getting done, or
- Some combination of one or more."

We, the people of Oregon, must address the **mental health/psychological** impact of "intentionally, knowingly or recklessly causing **psychological injury**". Physical and psychological injuries are both major components in what I consider to be "domestic violence" in the workplace.

As a steward, I am aware of many incidents over the course of my employment that were not resolved by current policies; however, state employees do have policies, I have read them and through my steward work believe that the policies need to be enforced.

In January 2018, I committed my own funds to attend Workplace Bullying Institute's "University"; a three day graduate level course. The Institute has been foundational in their mission "To research and understand, to educate the public and to teach prevention and correction of abusive conduct at work."

There are many free resources for targeted individuals at  
[www.workplacebullying.org](http://www.workplacebullying.org)

I am now much more informed about the depth of injuries caused by bullying in the workplace. I also believe that there should be a law, similar to the Healthy Workplace Bill that can be accessed at the same website.

I applaud the continuing efforts by our concerned representatives who continue to bring the fight to END injuries through legislative action. I commend the members of the Senate Committee on Workforce for their work.

Oregon was the fifth state to introduce a bill in 2005. Dr. Namie of Workplace Bullying Institute has spoken as an expert witness in 2007 at a hearing on SB1035. Our legislators brought a bill in 2017 as well, but these bills did not advance beyond committees in the past.

There is no law in the United States against Workplace Bullying. I believe that Oregon could be the first state to successfully put a law against "health-harming abusive behavior in the workplace". Why shouldn't Oregon be first?

Respectfully,



Micheline Mosher  
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### **2017 WBI U.S. Workplace Bullying Survey - June 2017:**



### **#Time's UP**

"Work Should Not Hurt"

"What does abusive conduct have to do with work?"

"What Does A Respectful Workplace Look Like?"

"It Costs Too Much to Keep a Bully"

"Co-Workers Are Equally Impacted by Witnessing Workplace Bullying" - research results



# **Respectful Workplaces**

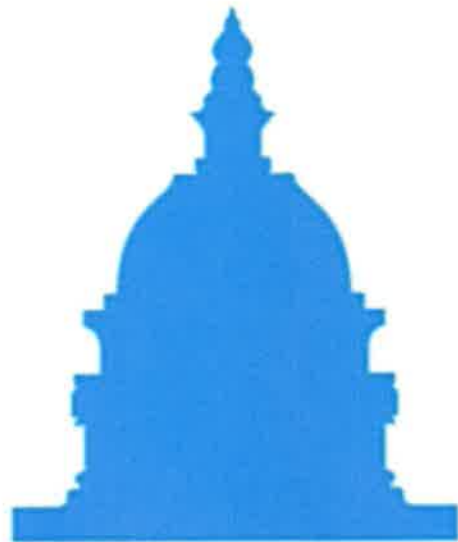
**Everyone deserves a safe, healthy, and dignified workplace**

## **What Does That Look Like?**

# WBI DEFINITION OF WORKPLACE BULLYING:

REPEATED HARMFUL ABUSIVE CONDUCT THAT IS THREATENING, INTIMIDATING, HUMILIATING,  
WORK SABOTAGE OR VERBAL ABUSE.

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[healthyworkplacebill.org](http://healthyworkplacebill.org)



**HELP PASS THE HEALTHY WORKPLACE BILL**

**U.S. IS THE LONE INDUSTRIALIZED WESTERN NATION TO NOT HAVE  
LAWS AGAINST ABUSIVE WORKPLACE CONDUCT**

# WBI DEFINITION OF WORKPLACE BULLYING:

REPEATED HARMFUL ABUSIVE CONDUCT THAT IS THREATENING, INTIMIDATING, HUMILIATING,  
WORK SABOTAGE OR VERBAL ABUSE.

## 2017 WBI U.S. Workplace Bullying Survey

Sponsored By  
**WORKPLACE  
BULLYING  
INSTITUTE**

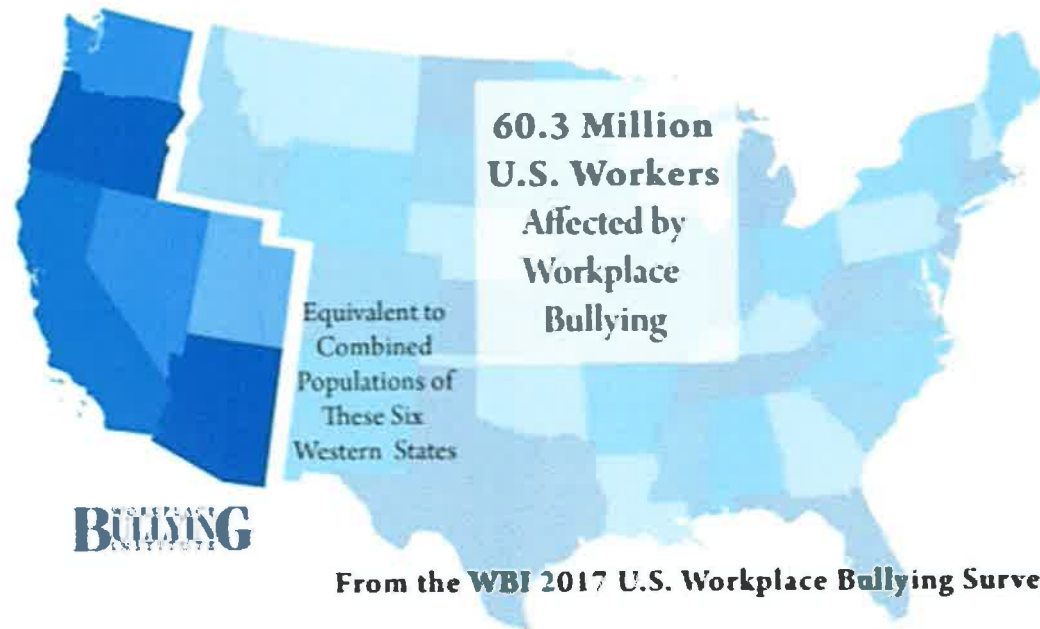


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**MIPE**  
MINNESOTA ASSOCIATION  
OF PROFESSIONAL EMPLOYEES



**BULLYING**

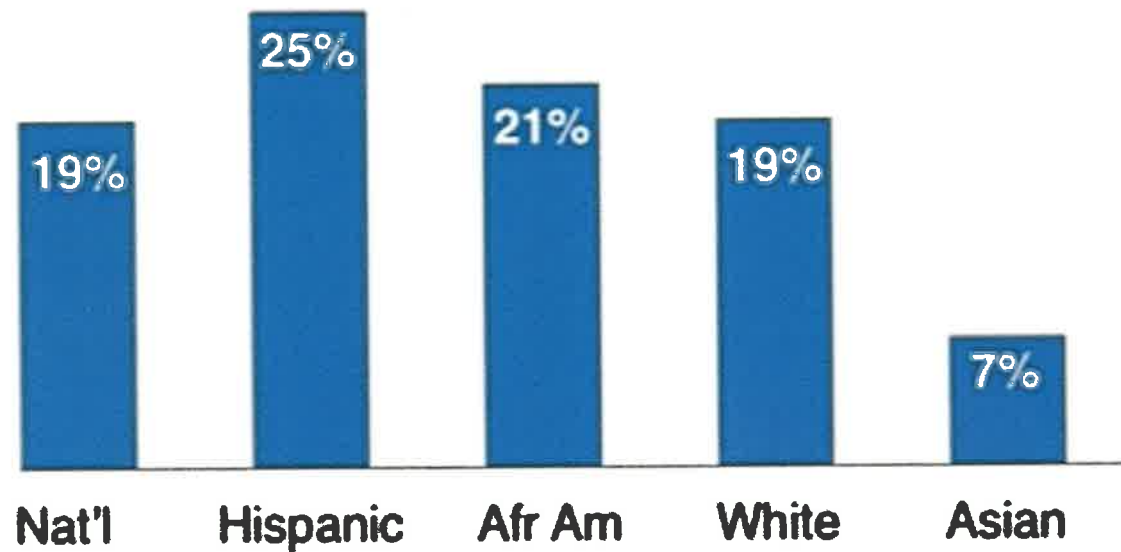
From the WBI 2017 U.S. Workplace Bullying Survey

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WORK SABOTAGE OR VERBAL ABUSE.

## RACE

**"PROTECTED" GROUPS BULLIED THE MOST!**



**INADEQUATE NON-DISCRIMINATION LAWS**

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## RANK

**BOSSSES**

61%



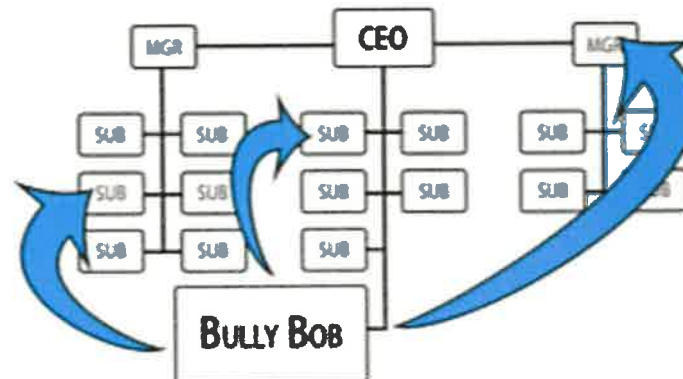
**COWORKERS**

33%



**BOTTOM UP**

6%



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## EMPLOYER RESPONSE



### TO DO LIST

- NOTHING 25%
- DO "SHAM" INVESTIGATION 46%
- HELP TARGET 23%
- PUNISH PERPETRATOR 6%



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WORK SABOTAGE OR VERBAL ABUSE.



## BEING BULLIED AT WORK?

YOU ARE **NOT** ALONE  
YOU DID **NOT** CAUSE  
THIS TO HAPPEN TO YOU

HELP IS AT  
[workplacebullying.org](http://workplacebullying.org)

Gary Namie, PhD, Director

WORKPLACE  
**BULLYING**  
INSTITUTE