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PCSW

Permanent Commission on the Status of Women

The State's leading force for women's equality

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**Testimony of
The Permanent Commission on the Status of Women
Before the
Labor and Public Employees Committee
February 17, 2011**

RE: HB. 5464, AAC State Employees and Violence and Bullying in the Workplace

Senators Prague and Guglielmo, Representatives Zalaski and Rigby, and members of the committee, thank you for this opportunity to provide testimony on behalf of the Permanent Commission on the Status of Women (PCSW) in response to the introduction of **HB. 5464, AAC State Employees and Violence and Bullying in the Workplace.**

HB. 5464 would require the Department of Administrative Services to report the number of complaints of bullying or abusive conduct to the General Assembly. When developing this report, the PCSW requests that the report be gender-specific.

National Data

- Bullying is 4 times more prevalent than illegal forms of "harassment."¹
- 37% of American workers, an estimated 54 million people, have been bullied at work.²
- 49% of American workers, 71.5 million workers, are affected when witnesses are included.³
- 58% of all perpetrators are women.
- 81% of female bully's targets women
- 71% of male bully's targets are women.

Not only can workplace bullying have a detrimental affect on a person's health, it can also have negative affects for employers. In addition to obvious financial costs such as increased turnover rates of staff, employers can also be harmed if their business environment is seen as a hostile work environment.⁴ If this bill was amended to specify the collection of gender-specific data added, it would address the concerns of women in employment situations. We appreciate continued attention to these matters, and look forward to working with you on this important issue.

¹ Ibid.

² <<http://bullyinginstitute.org/zogby2007/wbi-zogby2007.html>>

³ Ibid.

⁴ Ibid.