



AB 2053: Abusive Conduct & Bullying

FACTS:

One in 10 U.S. employees say they are being bullied at their jobs. Forty-five-percent say they've been bullied at some point during their career, and another 25% say they've witnessed workplace bullying. Adult bullying in the workplace can have devastating effects on people's lives. Research shows adult bullying can lead to depression, eating disorders, sleeping disorders, PTSD, and physical ailments. It also increases the person's stress levels and degrades their mental health by making them feel scared and anxious.

DEFINITION:

AB 2053 defines "abusive conduct" as: [C]onduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.

WHAT CAN YOU DO?

- Give it a name – define it as abusive conduct or workplace bullying
- Remember that it's not your fault – bullies often make the victim feel scared and anxious
- Utilize EAP & get some support, like a counselor, as bullying can degrade your mental health
- Report it! CDCR has a zero tolerance policy and will respond with appropriate actions — Don't forget the Code of Conduct!
- Refer to DOM 31040.3.4 — 31040.3.4.4 for more specific information



Employee Assistance Program
866-327-4762

Available 24 hrs a day, 7 days a week
or visit the EAP Website at

<http://www.eap.calhr.ca.gov/home-page.aspx>

DOM 33030.3.1 Code of Conduct

As employees and appointees of the Department, we are expected to perform our duties, at all times, as follows:

- Demonstrate professionalism, honesty, and integrity;
- Accept responsibility for our actions and their consequences;
- Appreciate differences in people, their ideas, and opinions;
- Treat fellow employees, inmates, wards, parolees, victims, their families, and the public with dignity and respect;
- Respect the rights of others and treat them fairly regardless of race, color, national origin, ancestry, gender, religion, marital status, age, disability, medical condition, pregnancy, sexual orientation, veteran status, or political affiliation;
- Comply with all applicable laws and regulations;
- Report misconduct or any unethical or illegal activity and cooperate fully with any investigation.

REFERENCES:

<http://www.workplacebullying.org>
Government Code 12950.1 | AB 2053