

Bullying survey results

311 responses as of 5pm, August 22.

1. Have you attended the UMass Amherst anti-bullying training session?

Yes	92%
No	6%
I'm not sure	2%

2. Do you understand the UMass Amherst anti-bullying process and procedures?

Yes	57%
Partly	37%
No	6%

3. Do you believe that the Amherst campus procedures that were designed to address workplace bullying are an effective tool?

Yes	22%
No	27%
I'm not sure	47%
I know nothing about it	4%

4. The UMass anti-bullying training identifies the Quiet Bully as someone who does things such as spread misinformation, share confidential information, use veiled threats and nonverbal intimidation, punish with heavy workloads, lie about past statements, move the goal line, or withhold resources and so on to get their way. Do you know any Quiet Bullies on campus?

No	38%
Yes, one	28%
Two or three	23%
More than three	11%

5. The UMass anti-bullying training identifies the Loud Bully as someone who does things to publicly criticize or humiliate people or to physically threaten or intimidate, over-supervise, mock, demean, or yell at them. Do you know any Loud Bullies on campus?

No	49%
Yes, one	29%
Two or three	16%
More than three	6%

6. The training identifies the Stress Bully as someone who can lose their composure under stress and become verbally abusive, then act as if it never happened or pass it off as just the stress talking or them just being emotional. They can be seen by the organization as people who get results and whose behaviors may be more stressful for some people than others. Do you know any Stress Bullies on campus?

No	41%
Yes, one	34%
Two or three	20%
More than three	6%

7. The training identifies Political Bullies as people who use emotional manipulation and power to compete with others or label them. Political Bullies are socially adept but tend to be dishonest and manipulative. Their behaviors may include taking credit for other people's work, managing up while bullying down, or creating divides and factions. Do you know any Political Bullies on campus?

No	45%
Yes, one	29%
Two or three	19%
More than three	8%

8. The training defines Old School Bullies as people who are deeply entrenched but who lack both empathy and the tools to be effective. They may profess that only adversity makes people strong while doing little to help anyone outside of their circle. They may talk about accountability and focus on measurable results when judging others. Do you know any Old School Bullies on campus?

No	60%
Yes, one	21%
Two or three	14%
More than three	5%

9. The training portrays Organizational Bullies as a type that can flourish in hierarchies through tactics such as using email lists to publicly criticize individuals, speaking up for the "good of the group" without allowing dissent, or openly calling people out as disloyal. Do you know any Organizational Bullies on campus?

No	66%
Yes, one	20%
Two or three	9%
More than three	5%

10. The training identifies Privileged Bullies as people who hold power either because they are perceived to be indispensable or because they have unilateral control over others. They can be hard to approach, even for leadership, and they often operate behind a claim of high standards. Do you know any Privileged Bullies on campus?

No	43%
Yes, one	32%
Two or three	18%
More than three	7%

11. Peer Bullies are portrayed as people working to gain personal power by creating differences in the status, power, and authority of their peers. They see people as either with them or against them, but they are willing to create alliances against leaders. They put others down and pick on their weaknesses. Do you know any Peer Bullies on campus?

No	56%
Yes, one	21%
Two or three	18%
More than three	5%

12. The Bureaucratic Bully uses personnel practices not to help employees succeed but as tools to intimidate, harass, harangue, shame and motivate them into quitting. Do you know any Bureaucratic Bullies on campus?

No	62%
Yes, one	21%
Two or three	10%
More than three	7%

13. Finally, the training points to people who participate in Group Bullying, usually to join or maintain status in a particular social group that bullies. Do you know any Group Bullies on campus?

No	68%
Yes, one	13%
Two or three	12%
More than three	7%

14. In the past two years, have you personally been the target of any workplace bullying?

No	44%
Yes, once	13%
Yes, a few times	24%
Yes, often	13%
I'm not sure	6%

15. In the past two years, have you personally witnessed anyone else being bullied in the workplace?

No	32%
Yes, once	31%
Yes, a few times	23%
Yes, often	10%
I'm not sure	4%

16. In the past two years, have you found out, from trusted sources, about any specific instances of people being bullied in the workplace?

No	33%
Yes, once	32%
Yes, a few times	21%
Yes, often	10%
I'm not sure	4%

17. In your experience, is bullying in your organization appropriately dealt with by some level of departmental or university management?

No, never	40%
Yes, sometimes	29%
Always	5%
There's no bullying where I work	13%
Other	13%

18. Please indicate your Vice-Chancellery.

Academic Affairs/Provost	33%
Administration and Finance	22%
Athletics	1%
Chancellor's Office	0%
Development, Alumni Affairs & Foundation	5%
Information technology	15%
Research and Engagement	4%
Student Affairs	13%
University Relations	6%
Other	2%

19. What else should people know about bullying on campus? (90 responses)

Thanks to everyone who answered this and the other open-ended questions. For privacy reasons, we are keeping these comments confidential but we are going through them and learning what we can. At some point we may try to compile a summary or a digest of representative comments that gets the points across but also protects the people who contributed them.