



Bullying - are there differences between Genders?

The WBTI notes different tactics chosen based on the bully's gender:

Men perpetrators were more likely (& showed a statistically significant greater likelihood) than women perpetrators to adopt the following tactics:

Bullying Tactics	Men bullies	Women bullies
Public screaming	66%	58%
Illegal verbal tactics	55%	47%
Sabotaging a person's contribution	54%	42%
Post-complaint retaliation	57%	47%
Timing mistreatment to correspond with medical or psych vulnerability	53%	39%
Withholding resources for success, then blaming the target	52%	40%
Name calling	48%	35%
Threatening job loss, punishment	45%	32%
Interfering with paycheck or earned benefits	37%	28%
Blocking access to equipment & resources for success	34%	26%
Discriminating so as to be illegal & potentially actionable	22%	10%
Assigning person to unsafe work environment	19%	12%
Threatening to do physical harm	22%	9%
Engaging in physical sexual aggression	14%	8%
Boasting about owning & proficiency with a weapon	10%	4%

Women perpetrators were more likely (with similar statistical significance) than men perpetrators to adopt the following tactics:

Bullying Tactics	Men bullies	Women bullies
Silent treatment, icing out individuals	68%	76%
Encouraged colleagues to turn against the target	59%	67%

The WBTI notes different tactics chosen based on the targets' gender:

Women targets were more likely (& showed a statistically significant greater likelihood) than men targets to be recipients of the following tactics:

Bullying Tactics	Men targets	Women targets
Having contributions to meetings discounted	61%	74%
Being mistreated when medically or psychologically vulnerable	35%	45%
Denied training or time to succeed in new job	34%	43%
Blocked access to equipment & resources for success	21%	30%
Uninvited invasion of office space & scrutiny of e-mails	14%	22%

Men targets were more likely (& showed a statistically significant greater likelihood) than women targets to be recipients of the following tactics:

Bullying Tactics	Men targets	Women targets
Tormented because of disability	26%	18%
Threatened with physical harm	21%	12%

Source: Workplace Bullying Institute. www.workplacebullying.org.