



## BullyBusters Bytes

April, 2008

### Workplace Bullying Gains Legal Ground

In a landmark April 8 decision, the Indiana Supreme Court rendered its decision in the so-called "bullying trial." By a 4 to 1 vote, the Court affirmed the trial jury's verdict against Dan Raess, M.D. for his intimidating assault of Joe Doescher, former chief perfusionist and original plaintiff in the case. It restored the jury's award to Doescher of \$325,000. Raess had appealed and reversed the jury verdict partly because the court had allowed the expert testimony of Dr. Gary Namie (WBI Director) who at trial called that Dr. Raess a "workplace abuser" In the Supreme Court's reversal of the appellate court, the justices commented that "workplace bullying could 'be considered a form of intentional infliction of emotional distress.'" This is a huge legal advance. [Read the case details.](#)

#### Visit Our Websites

[WBI](#)

[Workplace Bullying-  
Legislative Campaign](#)

[Work Doctor](#)

#### Recent Media Sustain the Movement

New York Times, Good Morning America, CNBC  
Squawk on the Street

Visit the newly consolidated [press appearances list](#) to find links to viewing TV appearances and to read the articles.

### New York: Best Hope for 2008 State Law Update from the WBI-Legislative Campaign

2008 started with a bang. There were anti-bullying Healthy Workplace Bills active in the states of Washington, Vermont, Connecticut and New York. In WA state there were two bills. Both had public hearings. One passed the initial committee but was buried in Appropriations because state agencies, anticipating that the state as employer would break the law, adopted the scare tactic that a law would be costly.

The CT bill had a public hearing but no vote before it was pulled to wait until next year. In VT, the bill never had a hearing, but sponsors are ready for next year. New York has one complete bill (A10291) and two lesser study-only bills. The very effective WBI-LC affiliate group, New York Healthy Workplace Advocates, has worked tirelessly with four Lobbying Days so far this year. We await news about the scheduling of a public hearing. All current and past info about all states is logged at the website.

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

## Waterboarding As Motivation?

Some jerk manager at a shyster company that charges a fortune to teach people real estate sales techniques from home thinks he can waterboard employees to inspire them to achieve greater sales. The guy who volunteered for what turned out to be a scary and humiliating public display filed a lawsuit. Reporters uncovered that the same manager also likes to humiliate in other ways -- painting mustaches on worker's faces with permanent markers. The company rationalizes as expected. It's a testament to how comfortable we have become talking about torture at the highest levels of our government that this guy thought he'd try it on a worker. So far, he's done so with impunity. And the company reports no loss of sales despite the negative press attention. [The press accounts can be read here.](#)

## Conferences Report

Upcoming: Montreal hosts the first North American visit of the biannual series of International Workplace Bullying Conferences (the 6th) on June 4-6, 2008. It is primarily a research conference, but WBI will have a presence there. In addition, WBI-LC State Coordinators from New York and Vermont will describe their experiences with lobbying for anti-bullying legislation in the U.S.

Past conference: In March in Washington, DC, WBI-affiliated researchers conducted a symposium and presented papers on Workplace Bullying at the APA-NIOSH-SOHP Work, Stress and Health Conference. [Abstracts of those presentations can be found here.](#)

## Seeking Spouses-Partners for New Study

WBI is seeking **Spouses or Partners** of individuals bullied at work. As a couple, you and the bullied target must have lived together for at least one year. We seek only U.S. and Canadian participants. The research will be conducted by phone; investigators will call. Thank you.

[Volunteer Here](#)

The nonprofit work is currently supported only by our professional speaking and consulting fees.



So, if you are a member of a group, trade association, or union that needs to learn about Workplace Bullying from the national pioneers, tell them about us when they plan their next conference or meeting. We are the best, but still affordable!

Call 360-656-6630

If your employer seriously wants to address bullying, is beyond denial, have the person with the ability to purchase consulting services, call us at 360-656-6603. If anticipate a settlement to end your grievance or lawsuit, consider adding the requirement that the employer bring us in to craft an anti-bullying policy so that others will not suffer as you were made to do.

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