



Texas American Federation of Teachers (AFT), AFL-CIO

Bullying: It's Just Not for Kids Anymore

END WORKPLACE BULLYING

Alliance/AFT members are conducting a survey on workplace bullying.
Your input is very important on this issue.

PLEASE READ EVERYTHING IN THIS BOX BEFORE YOU BEGIN ANSWERING QUESTIONS.

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms:

- Verbal abuse
- Offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating
- Work interference — sabotage — which prevents work from getting done

Definition of workplace bullying by EEOC training institute:

"Repeated and/or unwanted actions by an individual or group intending to intimidate, harass, degrade or offend. It is abuse or misuse of power. Bullying is psychological violence"

Definition of workplace bullying by Amicus-MSF trade union, 1994:

"Persistent, offensive, abusive, intimidating or insulting behavior, abuse of power or unfair penal sanctions which makes the recipient feel upset,

1) Gender

- Male Female

2) Which of the following BEST describes your current position?

- Teacher/Professional Employee
 Paraprofessional/classroom aide
 Clerk/Secretary
 Other (please write in) _____

3) Bullying is a problem in my school

- Strongly Agree Agree Disagree Strongly Disagree I don't know

4) Have you ever been bullied in your workplace?

- Yes No

5) Have you experienced bullying in the past 12 months?

- Yes No

Turn the page to complete the survey



5-A) If Yes, by whom? (check all that apply)

- District Level Administrator Principal Assistant Principal Other supervisor Co-worker
 A Student A Parent A Contractor Other: _____

6) Have you observed someone else in your work place being bullied in the last 12 months?

- YES NO

6-A) If Yes, by whom? (check all that apply)

- District Level Administrator Principal Assistant Principal Other supervisor Co-worker
 A Student A Parent A Contractor Other: _____

7) How should bullying be dealt with? (Check all that apply)

- Have the district adopt an anti-workplace bullying policy
 Teach those being bullied how to get help
 Teach peers and bystanders how to stop others from bullying
 Have a staff development to train district employees the signs of bullying and strategies to address them
 Other (please specify) _____

8) I would like to learn more about...(Check all that apply)

- Teaching the bullied to stand up for themselves
 Teaching peers and bystanders to get involved
 Identifying the signs of workplace bullying
 Cyberbullying

9) Do you have any other comments, questions or concerns? (Write in the box below)

The data gathered from this survey is not intended to be used for purposes which would cause harm or employment issues for any employee, administrator or district worker. It is our goal to preserve and promote the dignity of school employees, as their job is so vitally important to the students that they serve.

Return to Alliance/AFT DISD Mail Box 124 or Fax 214-942-2226 by Friday, February 20, 2015

Thank you for your participation!

Alliance/AFT

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