BULLYING: A Pathway to Corruption?

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Bullying

POWER

EGO

INSECURITY
Bullying / Corruption

- Victorian Police Association

- Alleged bullying

- Alleged corrupt activities including misuse of legal defence fund, obstructing corruption investigations and ‘leaking’ information regarding investigations
What is Meant by Fraud and Corruption?

“...conduct by a public official, related to the official’s duties, that is dishonest or lacks impartiality, involves a breach of trust...”*

Is Bullying Corruption?

* Fraud and Corruption Control Guidelines for Best Practice 2005, Crime and Misconduct Commission
Workplace Bullying / Domestic Violence

- Have been considered taboo subjects
- Victims have been blamed
- Deemed unacceptable
- DV has been codified in law resulting in civil and criminal recognition

Gary Namie, Workplace Bullying: Escalated Incivility, 2003
Personal Characteristics V
Organisational Characteristics

- Anyone can bully
- Anyone can be bullied
- Profiling the characteristics of a bully serves no proactive purpose
- Proactive measures to prevent bullying must be focused on the organisational issues
Organisational Characteristics

- Deficiencies in work design
- Deficiencies in leadership behaviour
- Victim’s socially exposed position
- Low departmental morale

Leymann, H, The Content and Development of Mobbing at Work, 1996
Organisational Characteristics

- Acceptance of inappropriate behaviour
- A climate of fear
- A code of silence
- A blame culture
- Silo mentalities

Hayden Olsen, Workplaces Against Violence in Employment, Qld Safety Conference, 2007
“For harassment to occur, the harassment elements must exist within a culture that permits and rewards harassment.”

Brodsky, C. The Harassed Worker, 1976