

COSTS AND IMPACTS OF BULLYING

	reduced productivity and performance		lost business and profit
	absenteeism		workers' compensation costs
	turnover		administrative and human resources costs (e.g., leaves & transfers, separations, replacement, training)
	lost skills, knowledge, expertise		legal liability/litigation costs
	reduced job satisfaction		investigation costs
	reduced commitment to the organization		increased accidents and safety hazards
	withdrawal		increased employee benefits costs
	lack of team spirit and decreased cooperation		increased health insurance premiums
	damaged reputation		