

The High Cost of Bullying

by

SCOTT WARRICK, JD, MLHR, CEQC, SCP

Scott Warrick's Human Resource Consulting & Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

- What should go into your “**ANTI-BULLYING POLICY**”?
- How should you define “**TOLERANCE**” in your policy?
- What are the **THREE TYPES OF BULLYING**?
- What examples should you use in communicating your Anti-Bullying Policy?
- Why is Bullying really an act of **VOLENCE**?
- How should you define “**VIOLENCE**” in your Anti-Bullying Policy?
- What is the difference between “**BULLYING,**” “**HARASSMENT**” and “**BIGOTRY?**”
- How should you define “**BULLYING**” in your organization?
- How should you handle “**HYPERSENSITIVE PEOPLE**” in your organization?
- How can you “**INSTITUTIONALIZE**” your new “**ANTI-BULLYING CULTURE**” throughout your entire organization?
- What is the difference between “**BULLYING,**” “**HARASSMENT**” and “**BIGOTRY?**”
- How has the U.S. Supreme Court defined “**BULLYING**” and “**HARASSMENT**” ... as well as the “**HYPERSENSITIVE PERSON**” who is offended by **EVERYTHING**?
- How can you measure your organization’s **ROI** (“**RETURN ON INVESTMENT**”) based on its “**MORALE**” from an **ACCOUNTING** “**BOTTOM-LINE**” perspective?
- How will the devastating affects of “bullying” directly interfere with your organization’s ability to attain its **STRATEGIC GOALS**?
- What happens to you **PHYSICALLY** when you are “**BULLIED**” ... and when **YOU ARE THE BULLY?**
- Why is the chronic distress from **BULLYING** your **#1 HEALTH RISK FACTOR** ... even more than **SMOKING**?
- What does “**BULLYING**” do **NEUROLOGICALLY** to your brain ... and exactly **HOW** will it give you serious **MENTAL DISORDERS**?
- Why do most human beings “**BURN OUT**” their short-term memory systems by the time they retire ... even though the neurons in our brains should last **120 YEARS!?!**

- Why do over 75% of all of Ohio's public sector employees retire with serious **MENTAL DISORDERS**?
- What do you need to do to protect yourself *PERSONALLY* from the devastating affects of **WORKPLACE BULLYING**?
- How can you “**INSTITUTIONALIZE**” a “**BULLYING FREE WORKPLACE**” throughout your entire organization and **CHANGE YOUR CORPORATE CULTURE**?

...and **MUCH, MUCH more...**

Join Scott as he outlines why **BULLYING & HARASSMENT** can be so devastating to your organization and you personally! Scott will not only outline these processes for you in his own unique, practical, entertaining and humorous style, but he will show you how to use this information **IMMEDIATELY!**

LEARNING POINTS

- ✓ Learn how the devastating effects of “bullying” and how it will directly interfere with your organization's ability to attain its **STRATEGIC GOALS**, including your Customer Service, Employee Relations, Leadership, etc.
- ✓ Understand how to change your **CULTURE** to one that does not permit bullying and values ROI.
- ✓ Learn what “**BULLYING**” does **NEUROLOGICALLY** to your brain ... and exactly **HOW** it will give you serious **MENTAL DISORDERS**.
- ✓ Learn what do you need to do to protect yourself *PERSONALLY* from the devastating effects of **BULLYING**.

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
Scott Warrick Human Resource Consulting & Employment Law Services

(614) 738-8317 ♣ scott@scottwarrick.com

WWW.SCOTTWARRICK.COM

Link Up With Scott On [LinkedIn](#)

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP (www.scottwarrick.com) is a two-time best-selling author, a national professional speaker, a practicing Employment Law Attorney and a Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which can be customized **FOR YOU!** Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

LET SCOTT DESIGN A PROGRAM FOR YOU!

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, **Solve Employee Problems Before They Start: Resolving Conflict in the Real World**, is a #1 Best Seller for Business and Conflict Resolution on Amazon. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, **Living The Five Skills of Tolerance: A User’s Manual For Today’s World**, is also a #1 Best Seller in 13 categories on Amazon, including Business Leadership, Minority Studies, Organizational Change, Management, Religious Intolerance, Race Relations and Workplace Culture, to mention a few.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 and 2012. Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to www.scottwarrick.com.

