

The background of the slide features a photograph of the London skyline at dusk. The Palace of Westminster and its iconic Elizabeth Tower (Big Ben) are prominent on the left, while the London Eye and other city buildings are visible in the background under a darkening sky.

EELA

European Employment
Lawyers Association

Under Pressure

Bullying at work. How to Spot it and
steps to Stop it in today's global
workplaces

12 - 14 June 2025, London

The landscape



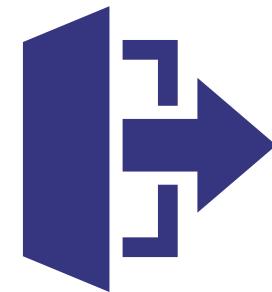
1 in 5 people worldwide say they have experienced some form of violence or harassment at work



But only **50%** of employees actually report misconduct when they witness it (90% say they would in theory)

[2024EthicalCultureReport.pdf](#)

[Safe at work? Global experiences of violence and harassment | Lloyd's Register Foundation](#)



Over 24% of people have left or considered leaving a job because of bullying

[Revealed: The devastating impacts of workplace bullying | theHRD](#)

EELA 2025 Annual Conference

12 - 14 June 2025

London

EELA

European Employment
Lawyers Association

Speakers



Natasha Adom

Partner & Head of Client
Training
Littler



Simon Brittz

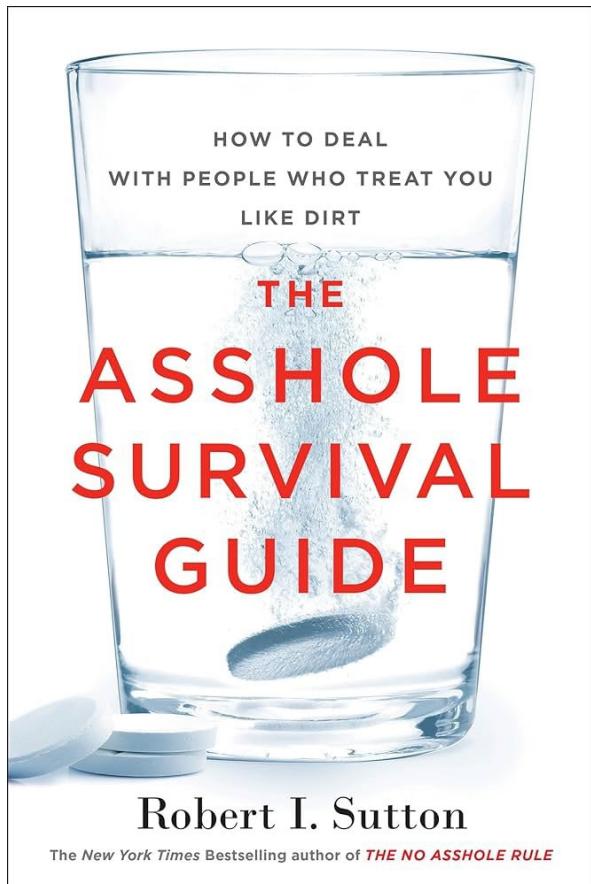
Lead Psychologist
HCA Healthcare UK



Joydeep Hor

Founder and Managing
Principal
People + Culture Strategies

How the definition of bullying is changing



Date: 12 June 2025

[09:12] “Did you catch it — “Compliance Queen” just asked us to update the policy! 😂 😂 😂 😂 ”

[09:13] “Eh, no.”



[09:14] “Do it yourself, ‘Dora’.”



[09:15] What a ****



1

[09:16] “Just add it to the bottom of the pile - as per Dora’s leadership roadmap.”



7

Reducing the risk of bullying (and of allegations)



Proactive leadership development, particularly for new or promoted managers



Clear communication about psychological safety and use of sensitive terms like “bully”



Support systems for managers to handle complaints with empathy and confidence



Preparation for social dynamics, especially when peers become managers

'96% of issues in workplaces are systems only 6% individuals'

**10 minute discussion in groups
of 2-3**

**What's one
practical change
employers could
make tomorrow
to reduce
bullying risk?**

S

Systems & Leadership

- To what extent do employers' systems and leadership behaviours help prevent bullying - or unintentionally enable it?

T

Team & Group Dynamics

- How do team culture, peer dynamics, and informal hierarchies shape the risk - or prevention - of bullying?

O

Observation & Early Action

- How well do employers identify, respond to, and learn from bullying concerns - both early signs and after incidents occur?

P

Perception & Identity

- How can identity and bias affect how bullying is experienced, interpreted, or responded to ?

Q&A

Your biggest take away?

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Thank you!