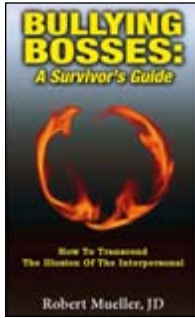


## Request for Review



### **Bullying Bosses:**

### **A Survivor's Guide**

### **How To Transcend**

### **The Illusion Of**

### **The Interpersonal**

**By Robert Mueller, JD**

**A Significant Root Factor of Bullying Is  
What Was Once Powerfully Called  
“Violence Against Women.” (p. viii)**

- » Under contemporary standards:  
Psychological abuse is workplace violence. (p. 27)
- » The vast majority of Targets are women (84%). (p. 25)
- » Yet, most managements regard it as acceptable. (p. 51)

### **Not surprisingly:**

- » Workplace bullying has a great deal in common with domestic violence.
- » Bullies and their Targets may be of the same sex and same sexual orientation.
- » Sexual harasser bosses are also Bullies.
- » Indeed, there seems to be a not yet quantified sex-power undercurrent running through all workplace bullying. (p. 25)

### **Current US case law recognizes that:**

- » Women are disproportionately victims of rape and sexual assault.
- » So the perspective of women is the better one for judging what is the harassment of a woman.
- » The legal standard applied has to be a “reasonable woman’s standard.” (p. 144)
- » What is “bullying” is best judged by its victims.

Three peer reviews (inside, front cover):

***“a lifeline for targets”***

***“Grisham thriller”***

***“the best”***

## It's not just about gender—it's also about role.

- » “As employees, Targets are subordinates. As traditionally defined, the subordinate role is the feminine one.”
- » “In contrast, Bullies are superiors. Thus, they operate in the traditionally defined masculine role and a hierarchical structure derived from the paramilitary one.”

## THE PARTY OF LESSER POWER

As an employee, the use of hard strategies is not usually recommended. If an employee politically pushes hard against the front of the institutionally larger Bully, the Bully will soundly push the employee back and down with his or her greater political force. This is why personal confrontations with Bullies are not generally productive. Instead, Workplace Warriors proceed thoughtfully and by circuitous routes. (p. 105, 109)

- » Thus, it's not surprising that employee complaints about Bullying Bosses are not taken seriously by most managements.
- » Some would say that the whole point of the employment hierarchy is to apply negative stimuli in order to motivate employee.
- » Even in this post-feminist period, it might be said employees have to “*take it like a man.*” (p. 54)

## HOW DO WE DISCOVER THEM?

- » Take seriously all complaints, including comments.
- » Look beyond the immediate incidents for patterned behaviors over time.
- » Keep a watchful eye on people who are (*maybe oddly*) charming and also lack sincerity; as well as anyone who habitually casts disparagements of any kind.

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*There will be no follow-up call.*