

Bullying

- The Values and Expectations of 168 prohibit bullying and require that we treat everyone with dignity and respect.
- Bullying is more than rude or unfriendly behavior, a personality conflict, or a disagreement between coworkers. Bullying includes threats, intimidation, or humiliation.
 - For example:
 - Spreading rumors;
 - Pestering or spying on someone;
 - Yelling, swearing, or using insults; or
 - Criticizing or publicly blaming someone.
- Bullying can also include undermining another employee's work performance.
 - For example:
 - Giving wrong information on purpose;
 - Constantly changing expectations for no good reason;
 - Withholding necessary information to complete a job; or
 - Assigning unreasonable duties or setting impossible deadlines.
- Let's go through two examples and decide together whether bullying has occurred.
 - Example 1: Marty's boss sets high standards for everyone and assigns work with tight but possible deadlines. The boss asks Marty and other workers to redo work if he doesn't like it. Marty and his coworkers think the boss is unapproachable and unfriendly.
 - Let's hear what you think. Is Marty's mean boss a bully?
 - In this example, Marty's boss is not a bully. Marty's boss is tough and sets high standards but that's not the same thing as being a bully.
 - Example 2: Last year, John and Bob both applied for an open supervisor position. John was chosen over Bob. Since John's promotion, Bob has started spreading rumors about John, both at work and in text messages to other coworkers. Bob has told everyone who will listen that John lied about his qualifications when he applied for the supervisor job. Bob also questions John's authority at every meeting.
 - Is Bob a bully?
 - In this example, because Bob is repeatedly spreading rumors – verbally and in text messages – and publicly criticizing John, he is likely a bully.

- If you experience, see or hear about bullying behavior, report it to a supervisor, HR, legal and compliance, or use the company's anonymous hotline, which is available on RPM's website and is listed on the Speak Up posters in the plant.
- The Company will thoroughly investigate all reports.
- Should you have concerns about reporting bullying, the Company prohibits retaliation against employees who make reports in good faith.