Workplace Bullying & Culture: Link to Injury Risk and Lost Productivity Stats and Facts



FACTS

- **Distraction from Psychological Stress:** Workers experiencing bullying often lose focus and situational awareness, increasing the likelihood of mistakes and injuries.
- **Breakdown in Communication:** A toxic culture discourages workers from speaking up about hazards, near misses, or unsafe conditions.
- **Increased Error Rates:** Stress, anxiety, and fear caused by bullying impair decision-making and lead to unsafe actions during tasks.
- **Fatigue and Burnout:** Ongoing psychological pressure contributes to mental fatigue, reducing alertness and reaction time.
- **Underreporting of Hazards and Incidents:** Workers may avoid reporting injuries or unsafe conditions due to fear of retaliation or further bullying.
- **Reduced Team Coordination:** Poor workplace culture weakens teamwork, increasing the risk of miscommunication during high-risk tasks.
- **Risk-Taking Behavior:** Workers in hostile environments may rush tasks or ignore procedures to avoid confrontation, increasing injury risk.

STATS

- In the United States, workplace stress—including factors like bullying—has been linked to i**ncreased rates of occupational injuries and incidents**, particularly in high-pressure environments (National Safety Council, 2021–2023).
- U.S. data shows that **workers experiencing high levels of stress are more likely to be involved in workplace accidents**, due to reduced concentration and impaired judgment (CDC/NIOSH, recent years).
- In Canada, studies indicate that **psychological hazards, including workplace harassment, contribute to lost-time injuries and compensation claims** (Association of Workers' Compensation Boards of Canada, 2021–2023).
- U.S. workplace research shows that **poor safety culture and lack of psychological safety are associated with higher injury rates**, especially

where workers feel unable to report concerns (OSHA and safety culture studies, recent years).

- In Canada, **mental health-related claims, including those linked to harassment and bullying, have been increasing in recent years**, impacting workplace safety and productivity (AWCBC, 2021–2023).