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PRESS RELEASE

BACK OFF! Your Kick-Ass Guide to Ending Bullying at Work Wins Award

SAN DIEGO, February 9, 2017: Catherine Mattice, local author and consultant, co-authored *BACK OFF! Your Kick-Ass Guide to Ending Bullying at Work*, with EG Sebastian in 2012. The book won first place in the “how to” category at the [Northern California Book Festival](#) late 2016.

BACK OFF! was written for targets of workplace bullying who are looking for information that will help them end the bullying. The book arms readers with the information and guidance needed to successfully navigate through the turmoil of dealing with workplace bullying and the managers who may deny bullying is a genuine problem.

Catherine became interested in the topic of workplace bullying while serving as the Director of Human Resources for a nonprofit organization. Catherine worked with a bully, and fascinated by the fact that no one ever stood up to this person, and that the Executive Director wouldn't dare address the bullying behavior, Catherine decided to write a paper on toxic leadership for one of her grad school classes. It was then that she discovered the 30 years of academic research on the topic. Thrilled to learn she wasn't the only one experiencing this issue, Catherine spent the rest of grad school focused on workplace bullying. Her Master's Thesis was even on the topic, and she dedicated her 130 page paper to “The Post-It Nazi,” which is what the office called the bully.

Catherine graduated from school in 2007, and in 2008 began work for a start-up tech firm. In 2009 she was laid off when the investor took back his promise to offer the company \$5 million. The day she was laid off she drove home, walked in the door, opened her laptop, and purchased a domain. She created a website, and her business was born.

Since then, Catherine has been working with organizations to assist them in building systemic action plans to end workplace bullying and replace it with a positive workplace culture. Her firm, Civility Partners, has worked with such clients as Chevron, Embraer Executive Jets, the American Red Cross, the U.S. Marine Corps Recruit Depot, the Office of Civilian Human Resources at the U.S. Navy, Kaiser Permanente, O'Connor Hospital, Coachella Valley Mosquito & Vector Control, UC Irvine, UC Riverside, University of San Diego, San Diego State, Inland Regional Center, and a variety of other universities, hospitals, government agencies, non-profit organizations, and private businesses in a variety of industries.

Catherine released a second book entitled, *SEEKING CIVILITY: How Leaders, Managers and HR Can Create a Workplace Free of Bullying*, in 2016. She is currently working on a third book in partnership with the National Workplace Bullying Coalition, and is collecting stories from those who were bullied in the past but can now offer positive guidance and advice.

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Mattice has been successfully providing consulting and training programs in workplace bullying and building positive workplaces since 2007. She has published several works in these areas and has appeared several times on FOX, NBC, and ABC as an expert. Catherine is active in the International Association for Workplace Bullying & Harassment, is one of the founding members of the National Workplace Bullying Coalition, and is Past-President of the Association for Talent Development, San Diego Chapter. She received her Bachelor's and Master's in Communication from San Diego State University. Through her business, Civility Partners, Mattice specializes in providing universal organizational solutions for bullying in the workplace, and building positive workplace cultures.