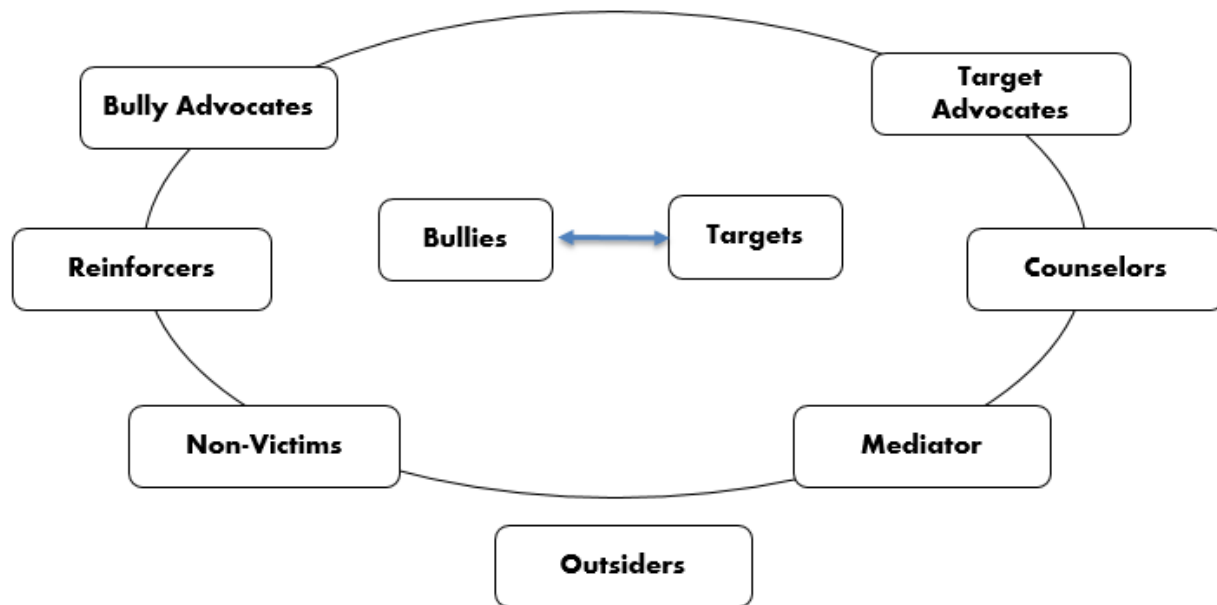


## The Roles of Organizational Members in Workplace Bullying

---



- **The assistant, or bully advocate** – Assists the bully in bullying, whether by participating in the bullying too, or encouraging the bully by laughing, talking poorly about the target, etc.
- **The reinforcer** – Passively reinforces the bullying by not saying anything at all.
- **The non-victim** – Appears to be bullied, but stands up for the bully anyway, or perhaps doesn't even notice the bullying because it feels normal.
- **The mediator** – Attempts to help the bully and target resolve the "conflict" by going back and forth between the two.
- **The counselor** – Serves as an ad-hoc counselor to the target or bully, lending an ear for venting and perhaps offering advice.
- **The defender, or advocate** - Attempts to step in during a bullying incident, and may even file a complaint with managers or HR.