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Dublin City University

Report on the National Survey of Staff Experiences of Bullying in Irish Higher Education Institutions

DCU Anti-Bullying Centre

Report on the National Survey of Staff Experiences of Bullying in Irish Higher Education Institutions

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Department of Further and Higher Education, Research, Innovation and Science

Trigger Warning

This survey study investigated employees' experiences of bullying in 20 publicly funded Irish Higher Education Institutions (HEIs). Please avail of the below support services in case the content of this report is distressing to you or makes you feel uncomfortable.

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Text 50808	Free 24/7 Support in a Crisis – Text "**HELLO**" to **50808**	https://text50808.ie/
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HSA		https://www.hsa.ie/eng/Workplace_Health/Bullying_at_Work/Are_you_being_Bullied/
HSE		https://www2.hse.ie/wellbeing/mental-health/dealing-with-bullying-at-work.html
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Preface

The following report has been prepared by Dublin City University (DCU) Anti-Bullying Centre (ABC), a national centre for education and research on bullying and online safety, for the Department of Further and Higher Education, Research, Innovation and Science. The main aim of this report is to investigate the prevalence of workplace bullying among staff members in higher education institutions (HEIs) in Ireland. ABC is a University designated research centre located in DCU Institute of Education, dedicated but not limited to researching bullying in different contexts, including the workplace, school and the cyberspace. The Centre was the first of its kind in Ireland to conduct research on different forms of bullying, including school bullying, workplace bullying, homophobic bullying and cyberbullying. The Centre works to solve the real-world issue of bullying and promote online safety through the extensive collaboration of academic, community and industry partnerships. ABC is an internationally renowned research centre and hosts the United Nations Educational, Scientific and Cultural Organisation (UNESCO) Chair on Tackling Bullying in Schools and Cyberspace.

Executive Summary

This report presents the findings of an anonymous online survey examining the prevalence and impact of workplace bullying among staff in 20 publicly funded Higher Education Institutions (HEIs) in Ireland. This survey study was commissioned by the Department of Further and Higher Education, Research, Innovation and Science. The survey included five sections covering: 1) Demographics and work arrangements; 2) Negative acts at work, bullying and cyberbullying; 3) Bystander behaviour; 4) Anti-bullying culture and awareness of anti-bullying policies; 5) Team psychological safety and work demands. A total of 3,835 HEI staff (11.5% of employees working in the HEIs that were invited to participate in this study) aged between 18 and 65+ (65.1% female, 31.7% male, 0.5% non-binary, 2.7% did not disclose their gender identity) engaged with the online survey. Data were collected during the COVID-19 pandemic. Thirty-point-five-percent (30.5%) of staff engaging with the survey was working remotely at the time of the data collection.

Findings showed that 28% of the sample occasionally ("now and then") endured work-orientated negative acts (targeting someone's professional standing) and 26% were subjected

to person-orientated negative acts (targeting someone's personal standing). An average of 32.9% respondents in the whole sample endured cyberbullying at work. After being prompted to read the bullying definition, about one third of respondents (33.5%) reported having been bullied at work in the past three years, with 70.6% of them having been bullied for several months. In the majority of cases, the perpetrator of bullying was a senior colleague (55%) or a peer (24.6%). Minority groups, such as LGBTQ+ respondents, ethnic minorities and respondents with a disability were more likely to endure negative acts at work, bullying and cyberbullying compared to majority groups (i.e., heterosexuals, ethnic majority groups and respondents with no disabilities). Managers were more likely to endure negative acts and cyberbullying at work compared to respondents who did not cover a managerial role. The rates of negative acts at work were comparable across respondents working in different work areas. However, academics in the field of Social Sciences and Business and Law and those who did not disclose their work area endured higher levels of negative acts and cyberbullying compared to respondents working in other areas. Interestingly, those who did not disclose their demographic information (gender, sexual orientation, ethnicity, work area) were more likely to endure negative acts at work, bullying and cyberbullying compared to those who disclosed their demographic information. These findings suggest that employees who endure bullying at work might be afraid of reporting their negative experiences even when data are collected anonymously.

Overall, enduring negative acts at work and cyberbullying had a negative impact on respondents' mental health and wellbeing, with a slightly higher rate of female respondents and respondents belonging to minority groups reporting negative mood end emotions.

Incidents of negative acts at work were witnessed occasionally ("now and then") by 34.5% of respondents. Over one third of respondents (35.3%) indicated that they had witnessed bullying at work in the past three years, with 50.5% reporting that they had taken action when witnessing bullying. Witnessing bullying was detrimental for the mental health of respondents, with 36.6% of bystanders reporting that witnessing bullying had a negative impact on their mental health and wellbeing.

On a positive note, the majority of survey respondents (64.5%) were aware that their institution had an anti-bullying policy. However, only 20.8% of respondents agreed that the anti-bullying policy and procedures at their HEI contributed to effectively protecting all staff

members. Finally, this survey assessed some organisational factors that might contribute to bullying, including pressure to produce, work-life balance and team psychological safety. Heavy workloads constituted an issue for a consistent proportion of the sample, with 35.8% of respondents agreeing that their workloads were very demanding and 34% reporting that their personal life suffered because of work. On a positive note, over a third of respondents (36.2%) reported that they felt valued in their work team and 47.6% agreed that members of their team can bring up problems and difficult issues.

Overall, findings of this survey study provide an overview of the bullying experiences endured by staff within HEIs in Ireland. Providing HEI staff with awareness raising initiatives and training opportunities, along with a sustained effort towards a more inclusive organisational culture are among the recommended strategies to tackle workplace bullying in HEIs.

1. Introduction

1.1 Workplace Bullying in Higher Education

There are numerous definitions available for workplace bullying; however, for the purposes of this report we will adopt the workplace bullying definition set out by the Health and Safety Authority (HSA, 2021): "*Workplace bullying can be defined as repeated inappropriate behaviour either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work. An isolated incident of the behaviour described in this definition may be an affront to dignity at work but a once-off incident is not considered to be bullying*".

Workplace bullying constitutes a serious impairment to creating a positive climate within higher education institutions (HEIs). A survey study conducted in Ireland towards the end of the 2000s showed that 14% of staff in Irish HEIs were bullied in the workplace (O'Connell et al., 2007). These figures are comparable to research conducted in other business sectors (Arenas et al., 2015).

The scientific literature highlights different instances of bullying behaviours within higher education settings, including overt negative acts such as verbal bullying, false accusations of mistakes and work misconduct, as well as covert behaviours, including manipulation, obstructive behaviour, excessive workload, ostracism and withholding important information that will affect employees' performance (Pheko, 2018; Samnani, 2013; Yamada, 2008).

Cyberbullying presents a new and challenging issue for the higher education sector. Cyberbullying can be defined as repeated and enduring negative behaviour in the workplace that occurs via technology (via email; on social media; Coyne et al., 2017). This phenomenon is characterised by some specific features, among which high accessibility to the target (employees can be targeted outside the workplace and after working hours), large potential audience, and anonymity of the perpetrator. For example, by sending an email or publicly posting a negative review of a lecturer teaching style on message boards and forums, the perpetrator can act anonymously, while having access to the target at all times, even outside of working hours (Cassidy, et al., 2014; 2017).

Complicated power dynamics might also increase the risk of being exposed to workplace bullying. Top-down bullying involves a supervisor bullying a subordinate; for example, a department chair bullying a member of the support staff. Horizontal bullying involves an employee bullying a peer; for instance, a lecturer bullying another lecturer. Bottom-up bullying involves a subordinate bullying a supervisor; for instance, a student perpetrating bullying acts against a lecturer. Although instances of top-down bullying are more frequently reported compared to bottom-up bullying incidents (De Cieri et al., 2019), previous research has identified a shifted power dynamic whereby employees with less formal power (i.e., associated with the hierarchy within HEIs) may attempt to exert control over a person with greater authority or status, e.g., student over lecturer (May & Tenzek, 2018). Finally, it should be noted that bullying does not merely represent a negative interaction between the target and the perpetrator. Bystander behaviour (the behaviour of those who witness bullying) is an integral part of the bullying experience and it has been shown to affect the dynamics and the potential (de)-escalation of bullying at work (Paull et al., 2012).

2. *Aims of the Present Study*

Published research studies conducted in Irish HEIs are mainly based on interview data (Fahie, 2020; Hodgins & Mannix-McNamara, 2017; 2019; Rockett, 2015). These studies show that bullying in HEIs causes negative outcomes for the mental health and wellbeing of the bullied employees, while undermining their dignity and compromising their psychological safety (Fahie, 2020; Hodgins & Mannix-McNamara, 2019, 2021). Despite the knowledge generated by these studies, updated data regarding the prevalence of workplace bullying in Irish HEIs are missing. To fill this gap in our knowledge, a large-scale study was carried out between November and December 2021. This survey study has been commissioned by the Department of Further and Higher Education, Research, Innovation and Science. The study aims to:

a. Establish the prevalence and impact of workplace bullying among survey respondents with different backgrounds in terms of gender, age, ethnicity, sexual orientation, disability, professional status and work areas. The survey study adopted two methods to assess bullying: The behavioural method and the self-labelling method (Nielsen et al., 2009). The behavioural method involves providing survey respondents with some

examples of negative behaviours, which may occur in the workplace and asking them if they endured any of the negative behaviours within a specific timeframe (Einarsen et al., 2009). The self-labelled method involves providing survey respondents with a definition of bullying and asking them if they have experienced bullying at work within a specific timeframe (see Appendix).

b. Establish the prevalence and impact of cyberbullying among survey respondents with different backgrounds in terms of gender, age, ethnicity, sexual orientation, disability, professional status and work areas.
c. Investigate the professional status of the perpetrators of bullying and cyberbullying.
d. Examine respondents' experiences of witnessing bullying by adopting the two aforementioned methods (behavioural and self-labelling method).
e. Examine bystanders' response to bullying (employee voice versus silence).
f. Investigate respondents' perception of the anti-bullying culture at their institution and their awareness of the anti-bullying policies.
g. Examine respondents' work-life balance, pressure to produce and team psychological safety (individual perception to be working in a supportive team).

3. Methods

3.1.1 Procedure

This report draws on the results of an anonymous survey conducted with a sample of employees working in Higher Education Institutions (HEIs) in Ireland. Twenty (20) publicly funded HEIs across Ireland were invited to participate in this study. Contact points for each of the 20 HEIs were given information concerning the objectives of this survey study which was then circulated to their employees. More information on the procedure can be found in the Appendix.

3.1.2 Survey

The survey consisted of five sections[1] covering 1) Demographics and work-arrangements; 2) Negative acts at work, bullying and cyberbullying 3) Bystander behaviour; 4) Anti-bullying culture and awareness of anti-bullying policies; 5) Team psychological safety and work demands. Information on the instruments included in the survey can be found in the Appendix.

SECTION 1: Demographics and Work Arrangements

4. Results

A sample of 3,835 employees (11.5% of employees working in the HEIs participating in this survey study) aged between 18 and 65+ (65.1% female[2], 31.7% male; 0.5% non-binary; 2.7% did not disclose their gender identity) filled out the online survey. Most respondents (82.8%) identified themselves as Irish; 12.2% belonged to another White ethnic group; 3% belonged to an ethnic minority[3]; 2% preferred not to disclose their ethnic group. Nine-point-two percent (9.2%) of survey respondents identified themselves as LGBTQ+[4] (Lesbian, Gay, Bisexual, Transgender, Queer and other sexual orientations not listed in the survey). Four-point-seven percent (4.7%) of respondents reported a disability (see Table 1 for more details on the sample demographics).

[1] The sections followed a different order in the online survey. However, for ease of readability, this report combines the sections assessing similar constructs.
[2] The labels "female", "male" and "non-binary" throughout the text and in the Results section pertain to respondents' gender identity.
[3] Given the low number of survey respondents with a non-Irish background, respondents belonging to ethnic minority groups were combined into a single group (Ethnic minority) including: Chinese, Indian/Pakistani/Bangladeshi, any other Asian background, African, any other Black background, Arabic, Mixed background, Irish Traveller, Roma, Other.
[4] Given the low number of LGBTQ+ survey respondents, those who identified themselves as: Asexual, Bisexual, Gay, Lesbian, Queer and "Other" were combined into a single group (LGBTQ+).

Table 1. Participant Demographics

Demographics	n (%)	Demographics	n (%)
Completion rate		Sex assigned at birth	
Incomplete surveys	621 (16.2%)	Female	2517 (65.6%)
Complete surveys	3214 (83.8%)	Male	1232 (32.1%)
		Prefer not to say	86 (2.2%)
Gender identity		Is your gender the same as assigned at birth?	
Female	2495 (65.1%)	Yes	3717 (96.9%)
Male	1217 (31.7%)	No	19 (0.5%)
Non-binary	21 (0.5%)	Prefer not to say	99 (2.6%)
Prefer not to say	102 (2.7%)		
Age range		Ethnicity	
18-24	36 (0.9%)	Chinese	13 (0.3%)
25-34	368 (9.6%)	Indian/Pakistani/Bangladeshi	29 (0.8%
35-44	1004 (26.2%)	Any other Asian background	16 (0.4%)
45-54	1456 (38%)	African	9 (0.2%)
55-64	832 (21.7%)	Any other Black background	1 (0.0%)
65+	57 (1.5%)	Arabic	3 (0.1%)
Prefer not to say	82 (2.1%)	Mixed background	22 (0.6%)
		Other	16 (0.4%)
		Irish	3164 (82.8%)
		Irish Traveller	2 (0.1%)
		Roma	4 (0.1%)
		Any other White background	465 (12.2%)
		Prefer not to say	78 (2%)
Sexual orientation		Do you have a disability?	
Asexual	76 (2%)	Yes	179 (4.7%)
Bisexual	111 (2.9%)	No	3181 (84.3%)
Gay	97 (2.6%)	Prefer not to say	414 (11%)
Heterosexual	3165 (83.9%)		
Lesbian	30 (0.8%)		
Queer	24 (0.6%)		
A sexual orientation not listed	10 (0.3%)		
Prefer not to say	261 (6.9%)		

Table 2. Respondent Job Title

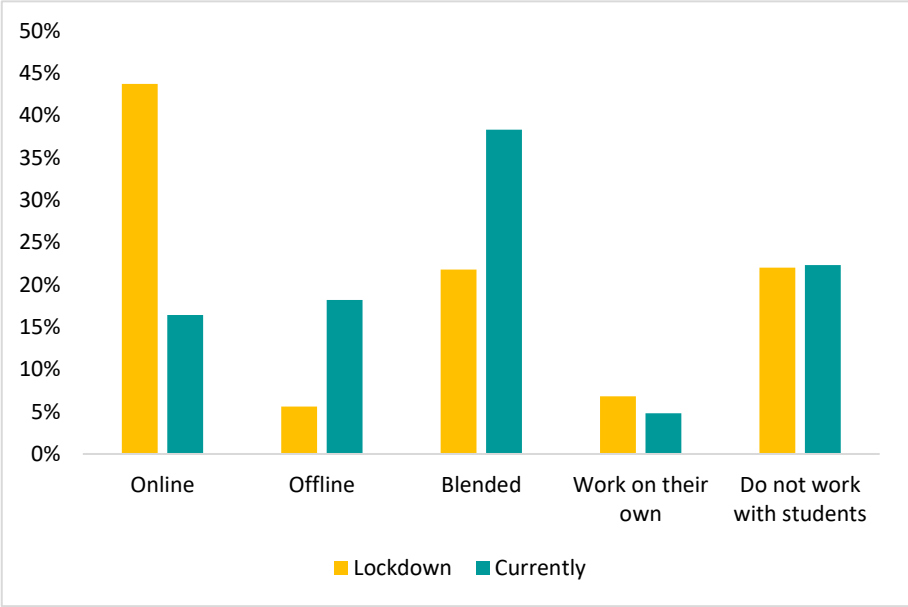
Demographics	n (%)	Demographics	n (%)
What is your main area of work/ disciplinary area		On what contractual basis are you currently employed	
Academic: Arts, Humanities, Social Sciences	779 (21.1%)	Full-time permanent contract	2724 (72.9%)
Academic: Business and Law	272 (7.4%)	Full-time fixed term contract	552 (14.8%)
Academic: Science, Technology, Engineering, Mathematics	623 (16.9%)	Part-time permanent contract	176 (4.7%)
Academic: Medicine and Health	197 (5.3%)	Part-time fixed term contract	113 (3%)
Research Centre/Institution	123 (3.3%)	Hourly paid	88 (2.3%)
Research Fellow	40 (1.1%)	Other	48 (1.3%)
Professional, Managerial and Support Services	1234 (33.4%)	Prefer not to say	38 (1%)
Technical Support	186 (5%)	Are you managing other staff members?	
Other	177 (4.8%)	Yes	1223 (33.1%)
Prefer not to say	63 (1.7%)		
What is your current role/grade pay?		How long have you been in your current role?	
Over €130,000	94 (2.5%)	<1 year	496 (14%)
€115,000-€129,999	65 (1.8%)	1-5 years	1292 (36.3%)
€100,000-€114,999	178 (4.8%)	6-10 years	547 (15.4%)
€75,000-€99,999	972 (26.3%)	11-15 years	394 (11.1%)
€60,000-€74,999	537 (14.5%)	16 years or more	776 (21.8%)
€45,000-€59,999	859 (23.3%)	Prefer not to say	50 (1.4%)
€30,000-€44,999	571 (15.5%)		
€15,000-€29,999	177 (4.8%)		
Less than €14,999	79 (2.1%)		
Prefer not to say	162 (4.4%)		

- In terms of work arrangements, during the Covid-19 lockdowns, over one third of respondents engaged with their colleagues online (35.8%); this rate was nearly unchanged at the time of the survey study (30.5%). Only a small proportion of respondents engaged with other colleagues offline during the lockdowns (7%) and at the time of data collection (6.2%). Blended work arrangements were a common option both during the lockdowns (23%) and at the time of the survey study (48.5%). See figure 1 for a detailed breakdown.

Figure 1. Respondent Engagement with Colleagues During the Lockdown and at the Time of Data Collection

- In terms of staff engagement with students, blended lectures were a common option during the lockdowns (21.8%) and at the time of the survey study (38.3%). Only 5.6% of lecturers engaged with students offline during the lockdowns. This percentage was higher at the time of the data collection (18.2%). See Figure 2 for a detailed breakdown.

Figure 2. Respondent Engagement with Students During the Lockdown and at the Time of the Survey



SECTION 2: Negative Acts at Work, Bullying and Cyberbullying

5. Negative Acts at Work

Respondents were asked if they endured any negative acts at work in the past three years, including any periods of remote working. The survey assessed both work-orientated negative acts (targeting an employee's professional status, such as professional discredit and denigration) and person-orientated negative acts (targeting an employee's personal standing). Table 3 shows the prevalence of work-orientated negative acts (bullying victimisation) in the overall sample, and the breakdown for different demographics.

- Overall, 28% of respondents (on average[5]) experienced work-orientated negative acts "now and then". Monthly (5.2%), weekly (5.1%) and daily (2%) work-orientated negative acts were less common.

[5] The findings presented in the text were obtained by averaging the rates of respondents selecting respectively "now and then", "monthly", "weekly" and "daily" across the items assessing respectively work-orientated and person-orientated negative acts.

- On average, 26% of respondents reported experiencing person-orientated negative acts "now and then", whereas only a small proportion of respondents were subjected to these negative acts monthly (3.9%), weekly (3.5%) and daily (2.2%).
- In terms of work-orientated negative acts, "*Being withheld important information"* affecting the respondents' performance was experienced more frequently compared to the other work-orientated negative acts. In terms of person-orientated negative acts, "*Being ignored and excluded*" and "*Being ignored or facing a hostile reaction when approaching someone at work*" were reported more frequently than the other person-orientated negative acts.

5.1.1 Negative Acts at Work Across Different Gender Identities

The prevalence of both work-orientated and person-orientated negative acts were similar across respondents who identified themselves respectively as females and males.

- On average, 28.4% of female respondents experienced work-orientated negative acts "now and then", whereas only a small proportion of female employees endured these negative acts monthly (4.9%), weekly (5%) and daily (2%).
- Person-orientated negative acts were experienced by an average of 26.5% of female. Monthly (3.5%), weekly (3.5%), and daily (1.8%) person-orientated negative acts were experienced only by a small proportion of female respondents.
- On average, 19.6% of male respondents experienced work-orientated negative acts "now and then", whereas only a small proportion of males experienced this monthly (5.5%), weekly (5%) and daily (1.7%).
- In terms of person-orientated negative acts, an average of 25.5% of male respondents experienced these "now and then". Again, monthly (4%) weekly (3.5%) and daily (1.5%) person-orientated negative acts were experienced by a small proportion of male respondents.
- For both, male and female respondents the most common negative acts involved having someone withholding important information which affected their performance (work-orientated negative acts) and being ignored and excluded (person-orientated negative acts).

- Only 16 non-binary respondents filled out the instrument assessing negative acts at work. On average, 29.2% of them were subjected to work-orientated negative acts "now and then", and a relatively small proportion experienced these negative acts monthly (4.2%), weekly (12.5%) and daily (4.2%).
- In terms of person-orientated negative acts, on average 29.4% of non-binary respondents reported that these negative acts occurred to them "now and then", whereas a small proportion experienced these negative acts monthly (2.1%), weekly (1%) and daily (6.3%).
- Only 81 people did not disclose their gender. This subgroup reported slightly higher levels of occasional work-orientated negative acts compared to respondents who disclosed their gender, with 34.1% of respondents enduring this "now and then". Monthly (11.5%) weekly (9.5%) and daily (5.3%) work-orientated negative acts were more common among non-binary respondents, compared to male and female respondents.
- Person-orientated negative acts were experienced "now and then" by 29.4% of respondents who did not disclose their gender; 8.4% experienced this monthly; 6% weekly and 6.4% daily. Again, having important information withheld and being ignored and excluded were common experiences among respondents who did not disclose their gender.
- Significant statistical differences were found among respondents with different gender identities. Respondents who did not disclose their gender identity reported higher levels of negative acts at work[6] compared to both females and males (see Appendix).

5.1.2 Negative Acts at Work Across Different Sexual Orientations

- On average, 27.6% of heterosexual respondents endured work-orientated negative acts occasionally ("now and then"), whereas monthly (4.9%), weekly (4.9%) and daily

[6] Significant differences were tested on the nine negative acts (a composite score was obtained by averaging the nine items assessing both work-orientated and person-orientated negative acts at work). See Appendix for more details.

(4.3%) work-orientated negative acts were experienced by a small proportion of the sample.

- Person-orientated negative acts were experienced "now and then" by 25.8% of heterosexual respondents. Again, monthly (3.6%), weekly (3.3%) and daily (1.9%) person-orientated negative acts were endured by a small proportion of heterosexual respondents.
- In terms of the experiences of LGBTQ+ respondents, work-orientated negative acts were endured "now and then" by 26.9% of respondents, whereas a small proportion of respondents endured these on a monthly (6.1%), weekly (2.9%) and daily basis (2.9%).
- Incidents of person-orientated negative acts were reported "now and then" by 25% of LGBTQ+ respondents, with only a small proportion of respondents enduring these negative acts monthly (4.5%), weekly (4%), and daily (3.1%).
- Respondents who did not disclose their sexual orientation reported slightly higher levels of occasional work-orientated negative acts compared to respondents who disclosed their sexual orientation, with an average of 34.6% respondents enduring this "now and then". Moreover, they reported slightly higher rates of monthly (8.3%), weekly (6.2%) and daily (5%) work-orientated negative acts compared to those who disclosed their sexual orientation.
- Person-orientated negative acts were experienced "now and then" by 31.7% of respondents who did not disclose their sexual orientation. Monthly (5.7%), weekly (4.9%) and daily (5.3%) person-orientated negative acts were experienced by a small proportion of respondents who did not disclose their sexual orientation.
- Significant statistical differences were found among respondents with different sexual orientations. LGBTQ+ respondents experienced higher levels of negative acts at work compared to heterosexuals. Those who did not disclose their sexual orientation experienced higher levels of negative acts at work compared to both heterosexuals and to LGBTQ+ respondents (see Appendix).

5.1.3 Negative Acts at Work Across Different Ethnic Groups

- On average, 28% of Irish respondents reported being subjected to work-orientated negative acts "now and then". Monthly (5.2%), weekly (5%) and daily (1.8%) work-orientated negative acts were experienced by a small proportion of Irish respondents.
- An average of 28% of Irish respondents reported enduring person-orientated negative acts "now and then". Person-orientated negative acts were experienced by a small proportion of Irish respondents on a monthly (3.7%), weekly (3.3%) and daily basis (2%).
- An average of 28.8% respondents with a White background endured work-orientated negative acts at work "now and then. Again, only a small proportion of respondents who identified themselves as White endured these negative acts monthly (4.2%), weekly (5%) and daily (1.6%).
- Person-orientated negative acts were endured "now and then" by 25.3% of respondents with any other White background. Monthly (3.7%), weekly (3.5%) and daily (1.4%) negative acts were experienced by a small proportion of White respondents.
- An average of 28.8% respondents who identified themselves with an ethnic minority endured negative acts at work "now and then". Only a small proportion of respondents belonging to an ethnic minority endured these negative acts on a monthly (5.8%), weekly (4.8%) and daily (6.2%) basis.
- Moreover, findings showed that, 24.7% of respondents belonging to an ethnic minority group endured person-orientated negative acts "now and then", whereas monthly (6%), weekly (6.2%) and daily (6.5%) person-orientated negative acts were less common.
- On average, 29% of respondents who did not disclose their ethnicity endured work-orientated negative acts "now and then". These respondents reported slightly higher rates of work-orientated negative on a monthly (11.3%), weekly (11.3%) and daily (9.7%) basis compared to those who disclosed their ethnicity.
- On average, 28.5% of those who did not disclose their ethnicity reported that they experienced person-orientated negative acts "now and then". A higher rate of those

who did not disclose their ethnicity reported experiencing person-orientated negative acts monthly (7.8%), weekly (9.4%) and daily (10.5%) compared to respondents who disclosed their ethnicity.

- Significant statistical differences were found among respondents with different ethnic identities. Respondents who identified themselves as belonging to an ethnic minority group endured higher levels of negative acts at work compared to both Irish respondents and to respondent with any other White background. Respondents who did not disclose their ethnicity were significantly more likely to report higher scores in terms of negative acts at work compared to all other ethnic groups (see Appendix).

5.1.4 Negative Acts at Work Across Respondents with a Disability and With no Disability

- On average, 33.1% of respondents with a disability reported enduring work-orientated negative acts "now and then". Monthly (8.3%), weekly (8.5%) and daily (6.1%) work-orientated negative acts were reported by a small proportion of respondents with a disability.
- In terms of person-orientated negative acts, a larger proportion of respondents with a disability reported enduring these negative acts "now and then" (26.1%), whereas a smaller proportion were subjected to person-orientated negative acts monthly (5.8%), weekly (5.5%) and daily (5%).
- On average, occasional ("now and then") work-orientated negative acts were reported by 27.1% of respondents with no disabilities. Monthly (4.9%), weekly (4.7%) and daily (1.7%) negative acts were less common.
- An average of 21% of respondents with no disabilities reported enduring person-orientated negative acts "now and then". A small proportion of respondents who did not report any disabilities endured person-orientated negative acts monthly (3.5%), weekly (2.9%) and daily (2.1%).
- Significant statistical differences were found between respondents with and without a disability. Respondents having a disability endured higher levels of negative acts at work compared to those with no disabilities (see Appendix).

Table 3. Prevalence of Work-Orientated Negative Acts across Different Groups

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Someone withholding information which affects your performance					
Overall	38.9%	41.5%	7.3%	8.7%	3.6%
Female	39.7%	41.8%	6.6%	8.4%	3.5%
Male	39.2%	41%	7.9%	8.5%	3.4%
Non-Binary	31.3%	37.5%	0%	25%	6.3%
Gender identity undisclosed	14.8%	39.5%	19.8%	17.3%	8.6%
Heterosexual	39.7%	41.6%	6.9%	8.5%	3.4%
LGBTQ+	41.8%	38.1%	6.5%	10.2%	3.4%
Sexual orientation undisclosed	23.4%	44.9%	14%	10.3%	7.5%
Disability	29.3%	40.2%	6.7%	14.6%	9.1%
No disability	40.9%	41.1%	6.9%	8.1%	3%
Irish	39.1%	41.9%	7.1%	8.6%	3.3%
Any other White background	40.2%	41.8%	6.9%	8.3%	2.8%
Ethnic Minority	39.2%	38.1%	4.1%	9.3%	9.3%
Ethnicity undisclosed	21%	25.8%	22.6%	16.1%	14.5%
Repeated reminders of your errors or mistakes					
Overall	68.9%	23.1%	3.9%	3.1%	1%
Female	68.8%	23.6%	3.5%	3.1%	1.1%
Male	70.4%	21.4%	4.4%	3%	0.8%
Non-Binary	62.5%	25%	6.3%	6.3%	0%
Gender identity undisclosed	50.6%	33.3%	7.4%	4.9%	3.7%
Heterosexual	70.5%	22.5%	3.5%	2.8%	0.7%
LGBTQ+	62.8%	22.9%	6.8%	4.6%	2.8%
Sexual orientation undisclosed	55.1%	31.8%	4.7%	5.1%	3.3%
Disability	52.4%	29.9%	7.9%	4.9%	4.9%
No disability	70.8%	22.1%	3.7%	2.7%	0.8%
Irish	69.2%	23%	3.9%	3%	0.9%
Any other White background	70.9%	22.6%	2.8%	3.2%	0.5%
Ethnic Minority	63.9%	24.7%	5.2%	2.1%	4.1%
Ethnicity undisclosed	45.2%	32.3%	6.5%	9.7%	6.5%
Persistent criticism of your work and effort					
Overall	71%	19.4%	4.5%	3.5%	1.5%

Female	70.5%	19.9%	4.6%	3.4%	1.6
Male	73.5%	17.7%	4.3%	3.5%	1%
Non-Binary	56.3%	25%	6.3%	6.3%	6.3%
Gender identity undisclosed	53.1%	29.6%	7.4%	6.2%	3.7%
Heterosexual	72.3%	18.8%	4.4%	3.3%	1.2%
LGBTQ+	67.2%	19.8%	5%	5.6%	2.5%
Sexual orientation undisclosed	59.3%	27.1%	6.1%	3.3%	4.2%
Disability	50%	29.3%	10.4%	6.1%	4.3%
No disability	73.3%	18.1%	4.1%	3.3%	1.2%
Irish	71.7%	19%	4.7%	3.4%	1.2%
Any other White background	71.8%	20.1%	2.8%	3.7%	1.6%
Ethnic Minority	59.8%	23.7%	8.2%	3.1%	5.2%
Ethnicity undisclosed	50%	29%	4.8%	8.1%	8.1%

Note: N_{female}=2258; N_{male}=1103; $N_{non\text{-}binary}$=16; $N_{gender\ undisclosed}$=81; $N_{heterosexual}$=2921; N=$_{LGBTQ+}$=323; $N_{sexual\ orientation\ undisclosed}$=214; $N_{disability}$=164 ; $N_{no\ disability}$=2943; N_{Irish}= 2866; $N_{White\ background}$= 433; $N_{Ethnic\ minority}$=97; $N_{ethnicity\ undisclosed}$=62

Table 4. Prevalence of Person-Orientated Negative Acts

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Being ignored or excluded					
Overall	38.5%	40.1%	7.3%	8.2%	6%
Female	39.7%	41.8%	6.6%	8.4%	3.5%
Male	39.2%	41%	7.9%	8.5%	3.4%
Non-Binary	31.3%	50%	0%	6.3%	12.5%
Gender identity undisclosed	19.8%	39.5%	11.1%	12.3%	17.3%
Heterosexual	39.2%	40.2%	7%	8.1%	5.4%
LGBTQ+	41.2%	36.8%	8%	7.1%	6.8%
Sexual orientation undisclosed	23.8%	43.5%	9.8%	10.3%	12.6%
Disability	27.4%	41.5%	6.7%	12.2%	12.2%
No disability	40.3%	39.9%	6.9%	7.4%	5.5%
Irish	38.8%	40.6%	7.3%	7.9%	5.5%
Any other White background	39.7%	40%	6.5%	9.7%	4.2%
Ethnic Minority	37.1%	32%	9.3%	7.2%	14.4%

Ethnicity undisclosed	17.7%	32.3%	9.7%	14.5%	25.8%
Being ignored or facing a hostile reaction when you approach someone at work					
Overall	52.5%	33.4%	6.5%	4.9%	2.7%
Female	51%	35.1%	6.1%	4.9%	2.9%
Male	56.6%	30.5%	6.3%	4.7%	1.9%
Non-Binary	56.3%	31.3%	6.3%	0%	6.3%
Gender identity undisclosed	39.5%	27.2%	18.5%	6.2%	8.6%
Heterosexual	53.3%	33.6%	6.2%	4.6%	2.4%
LGBTQ+	52.6%	31.6%	6.5%	6.5%	2.8%
Sexual orientation undisclosed	42.5%	34.1%	10.7%	6.1%	6.5%
Disability	41.5%	32.3%	8.5%	10.4%	7.3%
No disability	54%	33.2%	6%	4.5%	2.4%
Irish	52.3%	34.5%	6.1%	4.7%	2.5%
Any other White background	57.7%	28.9%	7.6%	4.4%	1.4%
Ethnic Minority	49.5%	26.8%	7.2%	10.3%	6.2%
Ethnicity undisclosed	33.9%	25.8%	16.1%	8.1%	16.1%

Note: N_{female}=2258; N_{male}=1103; $N_{non\text{-}binary}$=16; $N_{gender\ undisclosed}$=81; $N_{heterosexual}$=2921; N=$_{LGBTQ+}$=323; $N_{sexual\ orientation\ undisclosed}$=214; $N_{disability}$=164 ; $N_{no\ disability}$=2943; N_{Irish}= 2866; $N_{White\ background}$= 433; $N_{Ethnic\ minority}$=97; $N_{ethnicity\ undisclosed}$=62

Table 5. Prevalence of Person-Orientated Negative Acts

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Spreading gossip and rumours about you					
Overall	61.7%	29.8%	3.2%	3.3%	2%
Female	63.5%	28.8%	2.9%	2.7%	2%
Male	59.2%	31%	3.6%	4.4%	1.8%
Non-Binary	56.3%	32.5%	0%	0%	6.3%
Gender identity undisclosed	44.4%	39.5%	4.9%	7.4%	3.7%
Heterosexual	62.4%	29.6%	3%	3.1%	1.8%
LGBTQ+	63.8%	25.1%	3.7%	4.3%	3.1%
Sexual orientation undisclosed	47.7%	39.3%	4.7%	4.7%	3.7%
Disability	33.5%	6.7%	6.7%	3%	6.7%
No disability	28.5%	3.1%	2.9%	1.8%	2.9%
Irish	62.5%	39.8%	3%	2.9%	1.8%
Any other White background	62.6%	29.6%	3.5%	3.2%	1.2%

Ethnic Minority	52.6%	25.8%	5.2%	8.2%	8.2%
Ethnicity undisclosed	32.3%	40.3%	6.5%	14.5%	6.5%
Having insulting or offensive remarks made about your person, attitudes or private life					
Overall	72.4%	21.4%	2.9%	2.2%	1.2%
Female	72%	21.8%	2.8%	2.3%	1.1%
Male	74.3%	20.1%	2.6%	1.9%	1%
Non-Binary	68.8%	18.8%	6.3%	0%	6.3%
Gender identity undisclosed	56.8%	27.2%	7.4%	4.9%	3.7%
Heterosexual	74.2%	20.5%	2.6%	2.1%	0.7%
LGBTQ+	67.2%	22.6%	5.3%	1.9%	3.1%
Sexual orientation undisclosed	55.6%	32.2%	3.3%	4.7%	4.2%
Disability	54.3%	32.9%	7.3%	3.7%	1.8%
No disability	74.6%	20.1%	2.5%	1.9%	0.9%
Irish	73.2%	21.1%	2.8%	2%	1%
Any other White background	73.2%	21.7%	2.8%	1.6%	0.7%
Ethnic Minority	55.7%	27.8%	5.2%	6.2%	5.2%
Ethnicity undisclosed	53.2%	24.2%	4.8%	11.3%	6.5%
Being shouted at or being the target of someone's spontaneous rage					
Overall	69.8%	25.7%	2.2%	1.6%	0.8%
Female	68.8%	26.5%	2.1%	1.9%	0.7%
Male	72.7%	23.6%	2.1%	0.9%	0.7%
Non-Binary	56.3%	37.5%	0%	0%	6.3%
Gender identity undisclosed	58.0%	32.1%	4.9%	2.5%	2.5%
Heterosexual	70.8%	25.2%	2.1%	1.4%	0.5%
LGBTQ+	65.3%	27.9%	2.5%	2.5%	1.9%
Sexual orientation undisclosed	61.7%	30.4%	2.8%	2.8%	2.3%
Disability	59.1%	34.8%	2.4%	3%	0.6%
No disability	71.2%	24.7%	2.1%	1.4%	0.6%
Irish	69.9%	25.7%	2.3%	1.5%	0.7%
Any other White background	72.5%	24.9%	0.7%	1.4%	0.5%
Ethnic Minority	69.1%	21.6%	4.1%	3.1%	2.1%
Ethnicity undisclosed	43.5%	40.3%	4.8%	6.5%	4.8%
Practical jokes carried out by people you don't get along with					
Overall	92%	5.9%	1%	0.7%	0.5%
Female	93%	5.1%	0.8%	0.6%	0.5%
Male	90.7%	7%	1.4%	0.6%	0.4%
Non-Binary	93.8%	6.3%	0%	0%	0%
Gender identity not disclosed	80.2%	11.1%	3.7%	2.5%	2.5%
Heterosexual	92.8%	5.5%	0.9%	0.5%	0.3%

LGBTQ+	90.4%	5.9%	0.9%	1.9%	0.9%
Sexual orientation not disclosed	83.2%	10.7%	2.8%	0.9%	2.3%
Disability	86.6%	8.5%	3%	0.6%	1.2%
No disability	93.1%	5.2%	0.7%	0.6%	0.3%
Irish	92.9%	5.4%	0.8%	0.6%	0.4%
Any other White background	91%	6.7%	1.2%	0.9%	0.2%
Ethnic Minority	75.3%	14.4%	5.2%	2.1%	3.1%
Ethnicity undisclosed	82.3%	8.1%	4.8%	1.6%	3.2%

5.1.5 Negative Acts at Work Across Different Age Groups

- The 45-54 age group was more likely to experience occasional work-orientated negative acts compared to the other age groups, with an average of 31.1% respondents in this age group experiencing this “now and then”. Respondents in the 55-64 age group also reported high rates of occasional work-orientated negative acts, with 28% of respondents in this age group experiencing these negative behaviours, followed by respondents in the 35-44 age group (27.8%) and by those in the 65+ and 25-34 age groups (respectively 22.4% and 20.5%). Respondents in the 18-24 age group were less likely to experience these negative acts “now and then” (8.5%) compared to the other age groups. However, it should be noted that only 31 respondents in the 18-24 age group filled out the instrument assessing negative acts at work, which makes this group hardly comparable to the other age groups. Monthly, weekly, and daily work-orientated negative acts were experienced by a small proportion of respondents across all age groups.

Table 6. Prevalence of the Work-Orientated Negative Acts across Different Age Groups

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Someone withholding information which affects your performance					
18-24	74.2%	12.9%	3.2%	6.5%	3.2%
25-34	51.6%	31.6%	7.5%	6.6%	2.8%
35-44	37.3%	41.9%	7.5%	8.9%	4.4%
45-54	35.4%	43.7%	7.5%	10%	3.4%
55-64	41.5%	42.9%	6%	6.8%	2.7%
65+	44.9%	40.8%	6.1%	4.1%	4.1%
Repeated reminders of your errors or mistakes					
18-24	87.1%	6.5%	0%	6.5%	0%
25-34	72.2%	17.8%	4.1%	4.4%	1.6%
35-44	69.6%	21.9%	4%	3.3%	1.2%
45-54	66.5%	28%	3.8%	2.8%	0.9%
55-64	71.6%	22.1%	3.4%	2.4%	0.5%
65+	81.6%	16.3%	0%	2%	0%
Persistent criticism of your work and effort					
18-24	87.1%	6.5%	3.2%	3.2%	0%
25-34	75.6%	12.2%	5.3%	5.3%	1.6%
35-44	71.6%	19.5%	3.3%	4.1%	1.5%
45-54	68.6%	21.6%	5.4%	3.1%	1.3%
55-64	72.9%	19%	4.2%	2.6%	1.3%
65+	87.8%	10.2%	0%	0%	2%

Note: N_{18-24}=31; N_{25-34}=320; N_{35-44}=907; N_{45-54}=1326; N_{55-64}=764; N_{65+}=49

- Person-orientated negative acts were experienced by 28.3% of the 45-54 age group occasionally ("now and then"), followed by the 55-64 age group (26.7%), the 35-44 age-group (25.2%), and by the 65+ age group (23.8%). The 18-24 and the 25-34 age groups were less likely to experience person-orientated negative acts "now and then" (respectively 10.2% and 18.5%). Again, monthly, weekly, and daily person-orientated negative acts were experienced by a small proportion of respondents across all age groups.
- Significant statistical differences were found between respondents aged 45-54 and those aged 18-24 and 25-34, with the former enduring higher levels of negative acts at work (see Appendix).

Table 7. Prevalence of Person-Orientated Negative Acts across Different Age-Groups (social exclusion items)

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Being ignored or excluded					
18-24	61.3%	25.8%	3.2%	9.7%	0%
25-34	53.8%	31.3%	5.3%	6.9%	2.8%
35-44	38.4%	41.6%	7.3%	8%	4.7%
45-54	35.9%	41.1%	7.2%	9.4%	6.5%
55-64	37.2%	41.5	7.9%	6.9%	6.5%
65+	40.8%	40.8%	8.2%	4.1%	6.1%
Being ignored or facing a hostile reaction when you approach someone at work					
18-24	80.6%	9.7%	9.7%	0%	0%
25-34	62.8%	25.3%	5.3%	5%	1.6%
35-44	54.5%	31.4%	6.6%	4.3%	3.2%
45-54	49.2%	36%	6.7%	5.8%	2.3%
55-64	52.1%	35.6%	5.5%	4.1%	2.7%
65+	57.1%	32.7%	6.1%	2%	2%

Note: $N_{18\text{-}24}$=31; $N_{25\text{-}34}$=320; $N_{35\text{-}44}$=907; $N_{45\text{-}54}$=1326; $N_{55\text{-}64}$=764; N_{65+}=49

Table 8. Prevalence of Person-Orientated Negative Acts across Different Age-Groups

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Spreading gossip and rumours about you					
18-24	87.1%	9.7%	0%	3.2%	0%
25-34	74.7%	17.2%	1.6%	4.7%	1.9%
35-44	64.8%	26.9%	3.5%	2.5%	2.2%
45-54	56.8%	34%	3.5%	3.8%	1.9%
55-64	61.8%	31%	2.6%	2.7%	1.8%
65+	63.3%	34.7%	0%	0%	2%
Having insulting or offensive remarks made about your person, attitudes or private life					
18-24	87.1%	9.7%	0%	3.2%	0%
25-34	76.6%	16.9%	3.1%	1.6%	1.9%
35-44	71.6%	21.5%	3.3%	2.4%	1.2%
45-54	70.5%	23.2%	2.9%	2.5%	0.9%
55-64	75.7%	20.2%	1.8%	1.6%	0.8%
65+	83.7%	14.3%	0%	0%	2%

Being shouted at or being the target of someone's spontaneous rage					
18-24	39.5%	6.5%	0%	0%	0%
25-34	79.4%	15.3%	1.9%	2.8%	0.6%
35-44	70.7%	24.5%	2.3%	1.7%	0.9%
45-54	66.8%	29.3%	2.1%	1.3%	0.5%
55-64	70.4%	25.5%	2%	1.4%	0.7%
65+	79.6%	16.3%	2%	0%	2%
Practical jokes carried out by people you don't get along with					
18-24	100%	0%	0%	0%	0%
25-34	91.6%	5%	0.3%	1.9%	1.3%
35-44	92.5%	5.2%	1%	0.7%	0.7%
45-54	92.1%	6%	1.2%	0.5%	0.2%
55-64	92.5%	6.4%	0.4%	0.3%	0.4%
65+	93.9%	4.1%	2%	0%	0%

Note: N_{18-24}=31; N_{25-34}=320; N_{35-44}=907; N_{45-54}=1326; N_{55-64}=764; N_{65+}=49

5.1.6 Negative Acts at Work Across Respondents With Managerial and Non-Managerial Roles

- On average, 30.5% of managers endured work-orientated negative acts "now and then". Monthly (6.5%), weekly (5.1%) and daily (1.9%) work-orientated negative acts were experienced respectively by a small proportion of respondents with managerial duties.
- In terms of person-orientated negative acts, these were experienced "now and then" by 29% of managers, whereas a small proportion of respondents in this group reported enduring monthly (3.9%), weekly (4%) and daily (1.8%) person-orientated negative acts.
- On average, 26.8% of respondents who did not cover a managerial role reported enduring work-orientated negative acts "now and then". Frequent work-orientated negative acts were uncommon, with only a small proportion of respondents with no managerial role experiencing these on a monthly (5.4%), weekly (5.1%) and daily basis (2.1%).
- Person-orientated negative acts were endured "now and then" by 24.6% of respondents with a non-managerial role. Monthly (3.6%), weekly (3.4%) and daily (2.4%) negative acts were again less common.

- Significant statistical differences were found between respondents with and without a managerial role, with managers enduring higher levels of negative acts at work compared to those with no managerial duties (see Appendix).

Table 9. Prevalence of Negative Acts at Work Among Respondents With Managerial and Non-Managerial Roles

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Someone withholding information which affects your performance					
Managerial role	32.6%	44.6%	9.8%	9.5%	3.7%
Non-managerial role	42%	40%	8.4%	8.4%	3.6%
Repeated reminders of your errors or mistakes					
Managerial role	66.5%	25.6%	4.4%	2.5%	1%
Non-managerial role	70%	21.9%	3.6%	3.4%	1%
Persistent criticism of your work and effort					
Managerial role	69.2%	21.3%	5.2%	3.3%	1%
Non-managerial role	71.9%	18.5%	4.2%	3.6%	1.8%
Being ignored or excluded					
Managerial role	35.5%	42.9%	8.2%	8.7%	4.7%
Non-managerial role	39.9%	38.7%	6.8%	7.9%	6.6%
Being ignored or facing a hostile reaction when you approach someone at work					
Managerial role	48.3%	38%	6.5%	4.9%	2.3%
Non-managerial role	54.7%	31.1%	6.5%	4.9%	2.9%
Spreading gossip and rumours about					
Managerial role	56%	34.6%	3.4%	4.2%	1.8%
Non-managerial role	64.5%	27.4%	3.1%	2.9%	2.1%
Having insulting or offensive remarks made about your person, attitudes or private life					
Managerial role	71.1%	22.6%	2.3%	3%	0.9%
Non-managerial role	73%	20.8%	2.2%	2.2%	1.3%
Being shouted at or being the target of someone's spontaneous rage					
Managerial role	65.1%	29.7%	1.6%	2.8%	0.9%
Non-managerial role	72.1%	23.8%	1.9%	1.6%	0.7%
Practical jokes carried out by people you don't get along with					
Managerial role	91.8%	6.2%	1.1%	0.6%	0.3%
Non-managerial role	92%	5.7%	1%	0.7%	0.6%

Note: $N_{managers}$=1149; $N_{non\text{-}managers}$=2309

5.1.7 Negative Acts at Work Across Different Work Categories

- An average of 30.7% academics in the field of Arts, Humanities, Social Sciences and Business and Law (AHSS-BL) reported enduring occasional ("now and then") work-orientated negative acts at work, followed by respondents who did not disclose their work area or worked in an area not listed in the survey (30%), and by respondents employed in the Professional, Managerial and Support Services and Technical Support areas (Professional/Technical; 27.2%). Moreover, 26% academics in the Science, Technology, Engineering, Mathematics and Medicine and Health (STEM-MH) and 25% of respondents employed as research fellows or working in a Research Centre/Institute reported enduring work-orientated negative acts "now and then". The rates for monthly, weekly and daily work-orientated negative acts were lower across all work areas (Table 10).
- Respondents working in the AHSS-BL area endured the highest rates of occasional ("now and then") person-orientated negative acts (28% on average), followed by respondents in the Professional/Technical field (26% on average) and by those who did not disclose their work area or were employed in an area not listed in the survey (25.2%). Moreover, 25% of the STEM-MH respondents endured person-orientated negative acts "now and then", followed by 21.1% of those working as research fellows or employed in a Research Centre. Monthly, weekly, and daily person-orientated negative acts were reported by small proportions of respondents in all work areas (Table 11).
- Significant statistical differences were found among respondents working in different areas. Respondents in the AHSS-BL area and those who did not disclose their work area reported higher levels of negative acts at work compared to respondents in the Professional/Technical Area (see Appendix).

Table 10. Prevalence of the Work-Orientated Negative Acts Across Different Work Categories

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Someone withholding information which affects your performance					
AHSS-BL	36.4%	44%	8%	8.4%	3.1%
STEM-MH	41.8%	40.4%	7.3%	7.9%	2.6%
Research	43.1%	38.6%	5.9%	9.2%	3.3%
Professional/technical	39.3%	40.3%	7.1%	9.6%	3.8%
Prefer not to say/Other	34%	43.3%	5.4%	7.9%	9.4%
Repeated reminders of your errors or mistakes					
AHSS-BL	66.4%	26%	4.1%	2.1%	1.4%
STEM-MH	71.9%	20.3%	4.2%	2.6%	0.9%
Research	67.3%	20.9%	3.3%	6.5%	2%
Professional/technical	70.1%	22.6%	3.2%	3.2%	0.9%
Prefer not to say/Other	62.1%	25.1%	6.4%	6.4%	0%
Persistent criticism of your work and effort					
AHSS-BL	68.1%	22.1%	5.2%	3.2%	1.4%
STEM-MH	73%	17.5%	4.8%	3.1%	1.7%
Research	70.6%	15.7%	5.2%	5.2%	3.3%
Professional/technical	72.9%	18.7%	3.6%	3.5%	1.3%
Prefer not to say/Other	66%	21.7%	5.9%	4.9%	1.5%

Note: AHSS-BL= Arts, Humanities, Social Sciences and Business and Law (N=996); STEM-MH: Science, Technology, Engineering, Mathematics and Medicine and Health (N=777); Research= Research Fellow and Research Centre/Institute (N=153); Professional/Technical= Professional, Managerial and Support Services and Technical Support (N=1329); Prefer not to say/Other: Work area undisclosed or not listed in the survey (N=203).

Table 11. Prevalence of Person-Orientated Negative Acts Across Different Work Categories

Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Being ignored or excluded					
AHSS-BL	34.9%	41.1%	8.8%	8.6%	6.5%
STEM-MH	40.5%	39.5%	7.5%	7.7%	4.8%
Research	40.5%	36.6%	8.5%	7.2%	7.2%
Professional/technical	40.5%	40%	5.9%	8.1%	5.5%
Prefer not to say/Other	33%	41.4%	6.9%	8.9%	9.9%

Being ignored or facing a hostile reaction when you approach someone at work					
AHSS-BL	49.6%	35.4%	6.9%	5.4%	2.6%
STEM-MH	56.6%	30.6%	6.3%	4%	2.4%
Research	60.1%	23.5%	6.5%	5.9%	3.9%
Professional/technical	52.3%	34.5%	5.7%	4.5%	3%
Prefer not to say/Other	47.3%	34.5%	9.9%	6.9%	1.5%

Table 12. Prevalence of Person-Orientated Negative Acts Across Different Work Categories

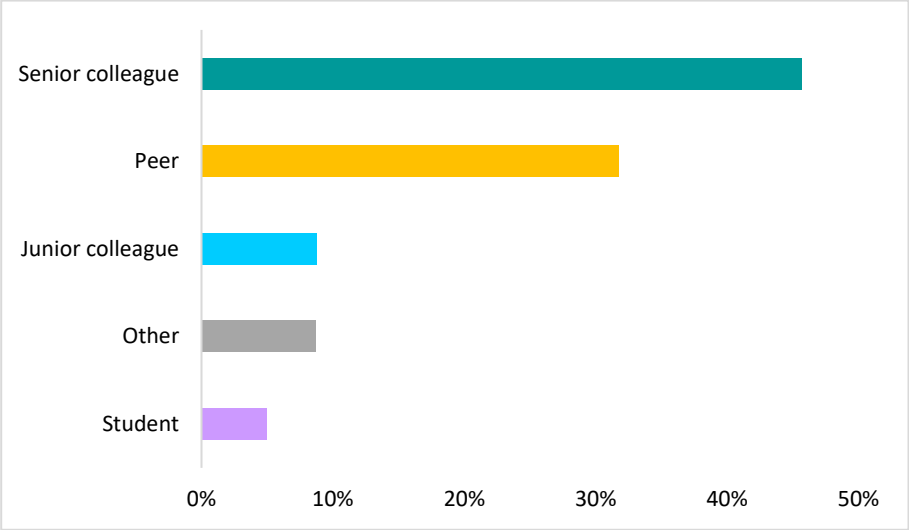
Have you experienced any of the following acts at work, from a senior colleague, peer, junior colleague, and/or student?					
	Never	**Now and Then**	**Monthly**	**Weekly**	**Daily**
Spreading gossip and rumours about you					
AHSS-BL[a]	57.7%	32.5%	4.3%	3.2%	2.2%
STEM-MH[b]	60.7%	30.8%	3.3%	3.3%	1.8%
Research	64.1%	24.2%	2%	7.2%	2.6%
Professional/technical	64.5%	28.6%	2.1%	2.9%	2%
Prefer not to say	64%	25.1%	4.9%	3.9%	2%
Having insulting or offensive remarks made about your person, attitudes or private life					
AHSS-BL[a]	68.5%	25.1%	3.2%	2%	1.2%
STEM-MH[b]	72.8%	20.8%	3.2%	2.1%	1%
Research	77.8%	16.3%	2%	2.6%	1.3%
Professional/technical	74.8%	19.7%	2.0%	2.2%	1.3%
Prefer not to say/Other	69.5%	20.2%	5.9%	3.9%	0.5%
Being shouted at or being the target of someone's spontaneous rage					
AHSS-BL[a]	66.6%	28.9%	2.2%	1.7%	0.6%
STEM-MH[b]	75.2%	21.9%	1.3%	0.9%	0.8%
Research	73.9%	20.9%	2%	2.6%	0.7%
Professional/technical	68.5%	26.6%	2.3%	1.6%	1%
Prefer not to say/Other	69.5%	23.2%	4.4%	3%	0%
Practical jokes carried out by people you don't get along with					
AHSS-BL[a]	92.7%	5.5%	1.0%	0.5%	0.3%
STEM-MH[b]	91.5%	6.2%	1.4%	0.4%	0.5%
Research	91.5%	5.2%	1.3%	1.3%	0.7%
Professional/technical	92.2%	5.9%	0.7%	0.8%	0.5%
Prefer not to say/Other	89.2%	6.9%	1.5%	1.5%	1%

5.1.8 Professional Status of the Perpetrator

Survey respondents were asked to indicate the professional status of the person who perpetrate the negative acts against them.

- Forty-five-point-seven percent (45.7%) identified a senior colleague and 31.8% identified a peer as the perpetrator of the negative acts at work. Moreover, 8.8% of respondents identified a junior colleague, 5% identified a student and 8.7% identified someone else (other) as the perpetrator (Figure 3).

Figure 3. Professional Status of the Perpetrator of Negative Acts at Work



5.1.8 Impact of Negative Acts on Respondents' Wellbeing

Survey respondents who answered "now and then" to at least one of the items inquiring about negative acts at work were asked to indicate the extent to which these negative experiences had a negative impact on their mental health and wellbeing.

- Overall, between 5.3% and 38.5% (on average[7]) of respondents reported that the negative acts at work had "often" a negative impact on their feelings and general wellbeing, and between 7.4% and 38.5% were negatively affected "always".
- A slightly higher rate (23.3%) of female respondents reported feeling "always" "*sad and in a bad mood*"; "*tense and nervous*"; "*inactive and with low energy*" and "*tired and unrested when waking up*" as a result of enduring negative acts at work, compared to male respondents (19.3%).
- Over a third (38.5%) of non-binary respondents reported "often" feeling "*tense and nervous*"; 15.4% reported feeling "always" "*inactive and with low energy*" and 30.8% reported feeling "*tired and unrested when waking up*" because of the negative acts experienced at work.
- Overall, respondents who did not disclose their gender were more likely to report negative feelings "often" (30.5%) compared to those who disclosed their gender. However, it should be noted that the subsample of respondents who did not disclose their gender and endured at least one negative act included only 72 respondents.
- A higher rate (27.9% on average) of respondents who identified as LGBTQ+ "always" manifested negative feelings and a poor general wellbeing compared to heterosexuals (21.2% on average) and to those who did not disclose their sexual orientation (9.4% on average). However, those who did not disclose their sexual orientation were likely to "often" (27%) experience negative feelings and a poor general wellbeing as a result of enduring negative acts at work.
- Higher rates (30.3% on average) of respondents with a disability "always" presented negative feelings and a poor general wellbeing as a result of enduring negative acts at work compared to respondents with no disabilities (21.7%).
- A higher rate of respondents who did not disclose their ethnicity reported to "often" (20.1%) experiencing negative feelings and a poor general wellbeing compared to those who disclosed their ethnic group. However, it should be noted that the sub-sample who did not disclose their ethnicity includes only 56 respondents. A slightly

[7] The findings presented in the text were obtained by averaging the rates of respondents selecting respectively, "seldom", "sometimes", "often" and "always" across the items assessing the impact of the negative acts on respondents' mental health.

higher rate of respondents with other White backgrounds (24.5%) and those belonging to ethnic minorities (24.3%) reported "always" feeling negative emotions and a poor wellbeing as a result of enduring negative acts at work compared to the other groups (Irish: 22%; Ethnicity undisclosed: 19.2%).

Table 13. Impact of the Nine Negative Acts Across Different Groups

Thinking of the negative experiences you endured at work, did they have a negative impact on your mental health and wellbeing?					
	Never	Seldom	Sometimes	Often	Always
I felt sad and in a bad mood					
Overall	13%	19.3%	39.3%	6.5%	22%
Female	11%	17.7%	41.3%	6.6%	23.4%
Male	17.1%	23.6%	34.7%	5.6%	18.9%
Non-binary	15.4%	7.7%	46.2%	15.4%	15.4%
Gender identity undisclosed	13.9%	9.7%	41.7%	25%	9.7%
Heterosexual	13.7%	20%	39.2%	6.1%	21.1%
LGBTQ+	8.6%	16.9%	39.1%	9.1%	26.3%
Sexual orientation undisclosed	10.6%	14.4%	41%	26.6%	7.4%
Disability	8.1%	11%	42.6%	9.6%	28.7%
No disability	13.4%	20.2%	39.1%	6%	21.4%
Irish	13.2%	19%	40.3%	5.6%	22%
Any other White background	11.9%	22.2%	33.8%	10.3%	21.9%
Ethnic Minority	12.2%	17.6%	33.8%	9.5%	27%
Ethnicity undisclosed	12.5%	17.9%	37.5%	16.1%	16.1%
I felt tense and nervous					
Overall	14%	16.1%	32.9%	11%	25.9%
Female	11.2%	14.8%	34.2%	12.9%	26.9%
Male	20.4%	19.4%	30.8%	6.6%	22.9%
Non-binary	7.7%	15.4%	7.7%	38.5%	30.8%
Gender identity undisclosed	11.1%	9.7%	31.9%	34.7%	12.5%
Heterosexual	15%	16.4%	33.2%	10.5%	24.9%
LGBTQ+	9.1%	15.2%	28.8%	15.6%	31.3%
Sexual orientation undisclosed	9%	13.8%	35.1%	30.3%	11.7%
Disability	5.9%	6.6%	33.1%	22.8%	31.6%
No disability	14.8%	16.9%	33%	10.1%	25.3%
Irish	14.1%	16.3%	33.5%	10.3%	25.8%
Any other White background	14.4%	15.9%	28.1%	12.8%	28.7%
Ethnic Minority	13.5%	12.2%	35.1%	14.9%	24.3%
Ethnicity undisclosed	10.7%	12.5%	35.7%	16.1%	25%
I felt inactive and with low energy					
Overall	25%	21.1%	30.4%	5.8%	17.7%
Female	23%	21.5%	31.3%	6.1%	18%
Male	29.9%	21.2%	28.3%	4.8%	15.8%

Non-binary	23.1%	0%	23.1%	15.4%	38.5%
Gender identity undisclosed	18.1%	12.5%	33.3%	27.8%	8.3%
Heterosexual	26.1%	22.2%	29.6%	5.3%	16.9%
LGBTQ+	21.4%	14%	32.9%	9.1%	22.6%
Sexual orientation undisclosed	17.6%	17%	36.7%	21.3%	7.4%
Disability	12.5%	16.9%	29.4%	10.3%	30.9%
No disability	26%	21.4%	30.2%	5.3%	17.1%
Irish	25.5%	21.5%	30.7%	5.4%	17%
Any other White background	23.4%	20%	28.1%	7.2%	21.3%
Ethnic Minority	18.9%	23%	31.1%	8.1%	18.9%
Ethnicity undisclosed	25%	8.9%	28.6%	25%	12.5%
I felt tired and unrested when waking up					
Overall	21.5%	17.5%	27.8%	9.8%	23.4%
Female	19.2%	17.2%	28.5%	10.3%	24.8%
Male	26.6%	19%	27.1%	7.9%	19.4%
Non-binary	30.8%	0%	0%	30.8%	38.5%
Gender identity undisclosed	16.7%	11.1%	23.6%	34.7%	13.9%
Heterosexual	22.5%	17.9%	28.3%	9.3%	22.1%
LGBTQ+	16%	16.9%	22.6%	13.2%	31.3%
Sexual orientation undisclosed	17%	13.8%	28.2%	29.8%	11.2%
Disability	12.5%	11%	28.7%	17.6%	30.1%
No disability	22.4%	17.8%	27.8%	9.1%	22.9%
Irish	21.4%	18.2%	28.5%	9%	22.9%
Any other White background	22.2%	15.6%	23.4%	12.5%	26.3%
Ethnic Minority	23%	9.5%	28.4%	12.2%	27%
Ethnicity undisclosed	17.9%	12.5%	23.2%	23.2%	23.2%

Note: N_{female}=1760; N_{male}=835; $N_{non\text{-}binary}$=13; $N_{gender\ undiscloded}$=72; $N_{heterosexuals}$=2249; N_{LGBTQ+}= 243; $N_{sexual\ orientation\ undisclosed}$=188; N_{Irish}=2230 ; $N_{White\ background}$=320; $N_{Ethnic\ minority}$=74; $N_{ethnicity\ undisclosed}$=56; $N_{disability}$=136; $N_{no\text{-}disability}$=2243

5.1.9 Impact of the Nine Negative Acts Across Different Age Groups

- In terms of the impact of the nine negative acts assessed in this survey study on different age-groups, findings showed that a higher rate of respondents in the 25-34, 35-44, 45-54 and 55-64 age groups reported negative feelings “often” or “always”, compared to younger (18-24) and older respondents (65+). However, the latter age groups comprise a low number of respondents (Table 14).

Table 14. Impact of the Nine Negative Acts Across Different Age Groups

Thinking of the negative experiences you endured at work, did they have a negative impact on your mental health and wellbeing?					
	Never	Seldom	Sometimes	Often	Always
I felt sad and in a bad mood					
18-24	31.3%	18.8%	50%	0%	0%
25-34	11.2%	22.3%	31.2%	27%	8.4%
35-44	11.4%	21.6%	38.6%	22.1%	6.3%
45-54	12.4%	17.4%	41.3%	22%	7%
55-64	15.5%	20.2%	39.1%	20.5%	4.7%
65+	37.1%	20%	25.7%	14.3%	2.9%
I felt tense and Nervous					
18-24	31.3%	12.5%	37.5%	18.8%	0%
25-34	13.5%	18.1%	29.3%	28.4%	10.7%
35-44	12.5%	14.5%	33.8%	28%	11.1%
45-54	13.5%	14.7%	34.1%	25.6%	12.2%
55-64	16.2%	20.7%	31%	23.6%	8.4%
65+	34.3%	25.7%	20%	14.3%	5.7%
I felt inactive and with low energy					
18-24	31.3%	18.8%	37.5%	12.5%	0%
25-34	23.3%	17.7%	25.6%	26%	7.4%
35-44	26.2%	20.6%	30.2%	17.8%	5.2%
45-54	23.3%	21.8%	31.3%	16.8%	6.8%
55-64	27.6%	23.3%	29.5%	15.9%	3.8%
65+	42.9%	17.1%	34.3%	2.9%	2.9%
I felt tired and unrested when waking up					
18-24	43.8%	18.8%	25%	6.3%	6.3%
25-34	24.2%	16.3%	22.3%	22.3%	14.9%
35-44	23.4%	17.7%	25.6%	24.2%	9.1%
45-54	18.7%	16.6%	30.2%	24.2%	10.3%
55-64	23.4%	20.3%	27.4%	21.4%	7.4%
65+	31.4%	22.9%	22.9%	20%	2.9%

Note: $N_{18\text{-}24}$=31; $N_{25\text{-}34}$=320; $N_{35\text{-}44}$=907; $N_{45\text{-}54}$=1326; $N_{55\text{-}64}$=764; N_{65+}=49

5.2.1 Impact of the Nine Negative Acts Across Respondents With Managerial and Non-Managerial Roles

- On average, 22% of managers and 22.4% of respondents with a non-managerial role reported "often" feeling negative emotions and a poor wellbeing as a result of enduring the nine negative acts assessed in this study. However, a slightly higher number of respondents with a non-managerial role reported "always" being negatively affected by enduring negative acts at work, compared to non-managers (average: 9.4% of non-managers versus 6.3% of managers).

Table 15. Impact of the Nine Negative Acts on Respondents With and Without a Managerial Role

Thinking of the negative experiences you endured at work, did they have a negative impact on your mental health and wellbeing?					
	Never	Seldom	Sometimes	Often	Always
I felt sad and in a bad mood					
Managerial role	14.1%	20.3%	41.3%	19.5%	4.8%
Non-managerial role	12.3%	18.7%	38.2%	23.4%	7.4%
I felt tense and nervous					
Managerial role	14.5%	18.2%	33.1%	26.1%	8.2%
Non-managerial role	13.8%	14.9%	32.9%	25.8%	12.6%
I felt inactive and with low energy					
Managerial role	26.2%	21.2%	32.4%	16.2%	4.1%
Non-managerial role	24.4%	21%	29.3%	18.5%	6.8%
I felt tired and unrested when waking up					
Managerial role	21.5%	17.3%	26.9%	26.2%	8.2%
Non-managerial role	21.5%	17.7%	28.2%	21.9%	10.7%

Note: $N_{managers}$: 1149; $N_{non\text{-}managers}$: 2309

6. Self-Labelled Bullying Victimisation

Survey respondents were asked to read the HSA bullying definition (2021) presented above (see Introduction) and to indicate if they had been bullied in the past three years, including any period of remote working.

- Over a third of respondents (33.5%) indicated that they endured bullying, whereas 66.5% indicated that they were not bullied at work in the past three years (Figure 4).
- Almost a third of respondents (32%) who had been bullied in the past three years indicated that this happened "now and then"; 33.3% indicated that it happened "several times per semester"; 15% reported that the bullying happened "several times per month", 13.4% reported that this happened weekly and 6.2% reported that this happened daily (Figure 5).
- Most of the bullied respondents (70.6%) endured bullying for "several months", 3.1% reported that it lasted for "one month", 4.3% reported that it lasted for "less than one month", 10.7% reported that it lasted for "a week or two" and 11.3% indicated that it lasted for "just one day" (Figure 6).

Figure 4. Respondents who Reported Being Bullied in the Past Three Years

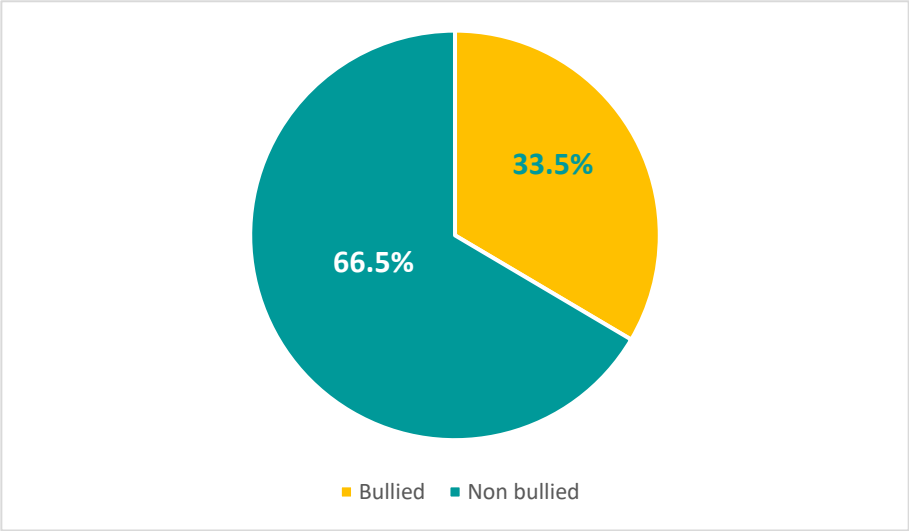


Figure 5. Frequency of Bullying Victimisation

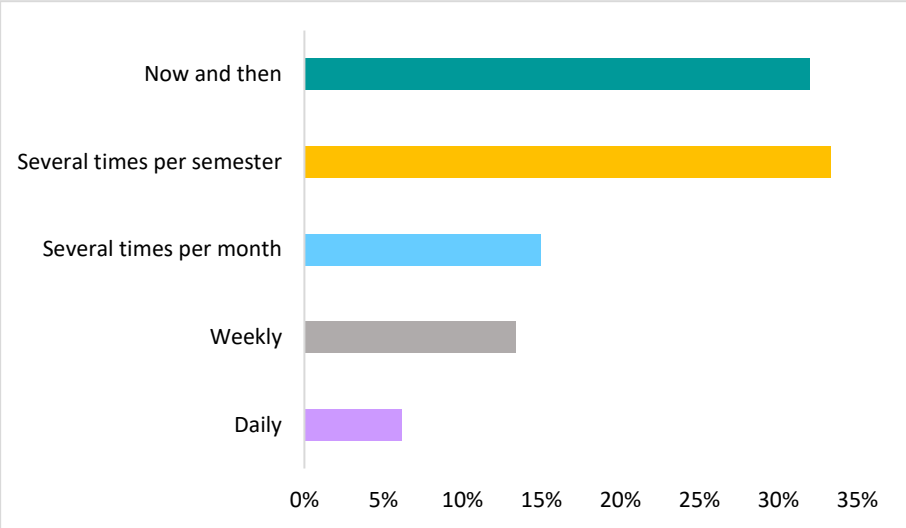
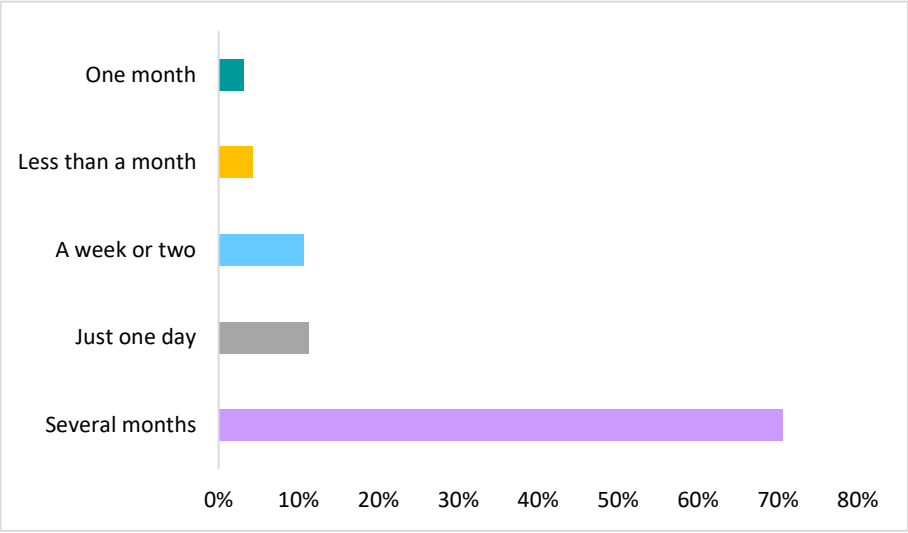


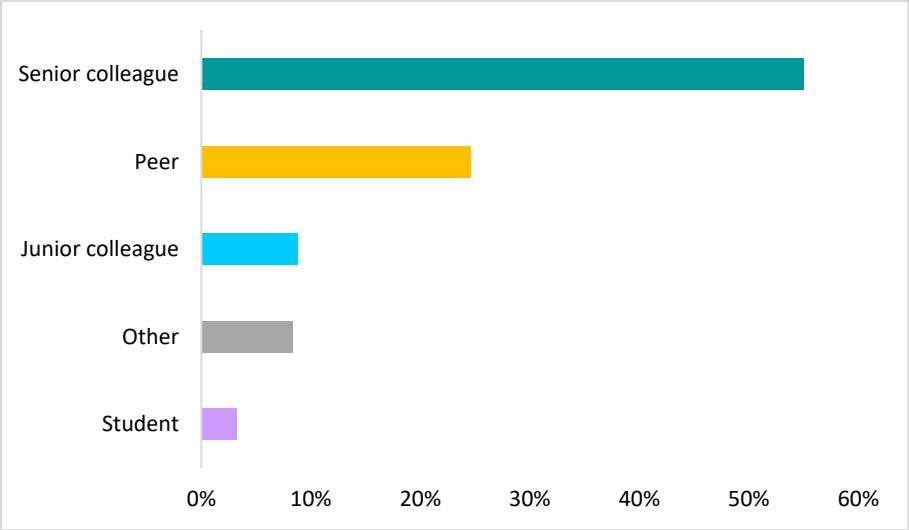
Figure 6. Duration of the Bullying Incidents



6.1.1 Self-labelled bullying: Professional Status of the Perpetrator

- In terms of the professional status of the perpetrator, most respondents were bullied by a senior colleague (55%), followed by peers (24.6%), junior colleagues (8.8%), other employees (8.4%) and a student (3.2%, Figure 7).

Figure 7. Professional Status of the Perpetrator of Bullying



7. Bullying Victimisation across Different Groups

7.1.1 Self-labelled Bullying Across Different Gender Identities

- A higher proportion of female respondents (34.2%) were bullied, compared to 30.5% of males. Moreover, 50% of non-binary and 50% of respondents who did not disclose their gender also endured bullying at work. These findings should, however, be interpreted cautiously due to the small sub-samples including non-binary respondents (N=16) and respondents who did not disclose their gender (N=74)[8].

7.1.2 Self-labelled Bullying Across Different Sexual Orientations

- A higher proportion of respondents who did not disclose their sexual orientation (46.7%) reported having endured bullying in the past three years, compared to 34% of LGBTQ+ respondents and 32.5% of heterosexual respondents.

7.1.3 Self-labelled Bullying Across Different Ethnic Identities

- More than half of respondents who did not disclose their ethnic identity (51.8%) reported having being bullied at work in the past three years, compared to 44.9% of respondents who identified as belonging to an ethnic minority, 33.1% of Irish respondents and 31.1% of respondents with any other White background.

7.1.4 Self-labelled Bullying Across Different Age groups

- A higher proportion of respondents in the 45-54 age group (36.8%) endured bullying, compared to 33% of respondents aged 55-64, 32.1% of those aged 35-44, 24.2% of those aged 25-34, 19.1% of respondents aged above 65, and 11.5% of respondents

[8] Pearson Chi-Square Test analyses were performed to assess the associations between bullying victimisation experiences and respectively: Gender, sexual orientation, ethnic identity, age, disability, managerial role and work area. More detailed findings can be found in the Appendix.

aged 18-24. These findings should, however, be interpreted cautiously due to the small sub-samples including respondents aged 18-24 (N=26) and 65+ (N=47).

7.1.5 Self-labelled Bullying Among Respondents With and Without a Disability

- Forty-eight-point-one percent (48.1%) of respondents with a disability were bullied at work in the past three years, compared to 31.9% of those with no disabilities. However, the subsample of bullied respondents presenting a disability comprised only of 75 respondents.

7.1.6 Self-labelled Bullying Among Respondents With Managerial and Non-Managerial Roles

- A slightly higher rate of respondents with a managerial role (35.8%) endured bullying in the past three years, compared to 32.3% of respondents with no managerial duties.

7.1.7 Self-labelled Bullying Across Different Work Areas

- A higher rate of respondents who did not disclose their area of work or whose area of work was not listed in the survey (38.8%) were bullied at work in the past three years, compared to respondents working in other areas (36.7% of academics in the field of AHSS-BL; 32% of academics in the STEM-MH; 31.8% of employees in the Professional/Technical area and 28.3% of respondents in the Research area).

Table 16. Bullying Victimisation Across Different Groups

Have you ever been bullied in the past three years?		
	Yes N(%)	**No** N(%)
Female	726 (34.2%)	1397 (65.8%)
Male	313 (30.5%)	712 (69.5%)
Non-Binary	8 (50%)	8 (50%)
Gender identity undisclosed	37 (50%)	37 (50%)
Heterosexual	890 (32.5%)	1850 (58.5%)
LGBTQ+	103 (34%)	200 (66%)
Sexual orientation undisclosed	91 (46.7%)	104 (53.3%)
Irish	888 (33.1%)	1796 (66.9%)
Any other White background	127 (31.1%)	282 (68.9%)
Ethnic Minority	40 (44.9%)	49 (55.1%)
Ethnicity undisclosed	29 (51.8%)	27 (48.2%)
18-24	3 (11.5%)	23 (88.5%)
25-34	72 (24.2%)	226 (75.8%)
35-44	275 (32.1%)	581 (67.9%)
45-54	451 (36.8%)	776 (63.2%)
55-64	241 (33%)	489 (67%)
65+	9 (19.1%)	38 (80.9%)
Disability	75 (48.1%)	81 (51.9%)
No disability	881 (31.9%)	1879 (68.1%)
Managerial role	388 (35.8%)	697 (64.2%)
Non-managerial role	696 (32.3%)	1457 (67.7%)
AHSS-BL	342 (36.7%)	591 (63.3%)
STEM-MH	232 (32%)	493 (68%)
Research	41 (28.3%)	104 (71.7%)
Professional/Technical	400 (31.8%)	857 (68.2%)
Work area undisclosed/Other	69 (38.8%)	109 (61.2%)

Note: AHSS-BL= Academics: Arts, Humanities, Social Sciences and Business and Law; STEM-MH = Academics: Science, Technology, Engineering, Mathematics and Medicine and Health; Research = Research Fellow and Research Centre/Institute; Professional/Technical =Professional, Managerial and Support Services and Technical Support.

7.1.8 Repetition of Bullying Across Different groups

Survey respondents who indicated that they endured bullying at work in the past three years were asked to indicate how often they were bullied.

- A higher rate of female respondents endured bullying “weekly” (14.9%) and “daily” (6.5%) compared to male respondents (weekly: 9.9% and daily: 5.4%). The rates of

bullying for female and male respondents across the other timeframe categories were similar.

- Half of non-binary respondents (N=8) endured bullying "several times per semester" and one-quarter (25%) reported having endured bullying several times per month. The rates of bullying repetition for respondents who did not disclose their gender were similar to the other groups.
- Higher rates of LGBTQ+ respondents endured bullying "weekly" (19.6%) compared to heterosexuals (12.9%) and to those who did not disclose their sexual orientation (12.1%), whereas a higher rate of respondents who did not disclose their sexual orientation were bullied daily (7.7%) compared to both heterosexual (6.3%) and LGBTQ+ respondents (3.9%). However, these findings should be interpreted cautiously due to the unequal sample sizes across the different subgroups.
- In terms of the bullying experiences across different ethnic groups, respondents who did not disclose their ethnicity were more likely to be bullied "weekly" (20.7%) and "daily" (12.8%) compared to those who disclosed their ethnic group.
- In terms of bullying across different age groups, higher rates of respondents in the 18-24 age group endured bullying "weekly" (33.3%), whereas a higher rate of those in the 35-44 age group endured bullying "daily" (16.7%) compared to all other age groups.
- Respondents with a disability were more likely to report "weekly" (21.6%) and "daily" (8.1%) bullying compared to respondents without a disability (weekly: 12.9% and daily: 5.9%).
- The rates of bullying victimisation repetition for managers and non-managers were similar. Managers were more likely to be bullied "now and then" (33.6%) compared to non-managers (31.2%). However, respondents in a non-managerial position reported slightly higher rates of being bullied several times per semester (34.3%), several times per month (16%) and "daily" (6.9%) compared to managers (several times per semester: 31.5%; several times per month: 14.4%; daily: 4.9%).
- In terms of work area, respondents who did not disclose their work area or worked in a work area not listed in the survey ("other") were more likely to be bullied "now and then" (40.3%), compared to respondents in all other work areas. Respondents working in the AHSS-BL sector were more likely to be bullied several times per semester

compared to respondents in the other work areas. Those working as research fellows or employed in a research centre were more likely to be bullied both several times per month (22.5%) and daily (12.5%) compared to respondents in all other work areas. Respondents working in the Professional/Technical area were more likely to be bullied weekly (16.5%) compared to those working in other work areas.

Table 17. Repetition of Bullying Victimisation Incidents

	How often did the bullying happen?				
	Now and then	**Several times per semester**	**Several times per month**	**Weekly**	**Daily**
Female[a]	29.7%	32.9%	15.9%	14.9%	6.5%
Male[a]	37.2%	33.3%	14.1%	9.9%	5.4%
Non-Binary	12.5%	50%	25%	12.5%	0%
Gender identity undisclosed	37.8%	37.8%	2.7%	13.5%	8.1%
Heterosexual	32%	33%	15.8%	12.9%	6.3%
LGBTQ+	27.5%	34.3%	14.7%	19.6%	3.9%
Sexual orientation undisclosed	37.4%	35.2%	7.7%	12.1%	7.7%
Irish	32.5%	33.6%	14.7%	13.2%	6%
Any other White background	26.8%	36.2%	19.7%	13.4%	3.9%
Ethnic Minorities	41%	15.4%	17.9%	12.8%	12.8%
Ethnicity undisclosed	27.6%	37.9%	0%	20.7%	13.8%
18-24	66.7%	0%	0%	33.3%	0%
25-34	32.9%	31.4%	12.9%	15.7%	7.1%
35-44	29.8%	29.8%	17.5%	16.7%	16.7%
45-54	31.9%	34.1%	14.6%	14%	5.3%
55-64	33.3%	37.1%	13.8%	8.8%	7.1%
65+	33.3%	33.3%	9.4%	9.4%	12.5%
Disability	18.9%	35.1%	16.2%	21.6%	8.1%
No disability	32.9%	32.9%	15.4%	12.9%	5.9%
Managerial role	33.6%	31.5%	16%	14%	4.9%
No managerial role	31.2%	34.3%	14.4%	13.1%	6.9%
AHSS-BL	27.5%	44.4%	11.7%	13.2%	3.2%
STEM-MH	37.9%	34.9%	11.6%	8.2%	7.3%
Research	25%	25%	22.5%	15%	12.5%
Professional/Technical	31.8%	25.8%	18.3%	16.5%	7.5%
Work area undisclosed/Other	40.3%	20.9%	19.4%	13.4%	6%

Note: AHSS-BL= Academics: Arts, Humanities, Social Sciences – Business and Law; STEM-MH = Academics: Science, Technology, Engineering, Mathematics and Medicine and Health; Research = Research Fellow and

Research Centre/Institute; Professional/Technical = Professional, Managerial and Support Services and Technical Support.

7.1.9 Duration of Bullying Across Different Groups

- Most respondents reported having endured bullying for several months (over 60% of respondents in each demographic group). More in detail, 100% of non-binary respondents were bullied for several months, followed by the 35-44 age group (75.6%), by LGBTQ+ respondents (75.5%), and by female respondents (74.6%). In addition, a high number of those in a managerial position (74.2%) reported having being bullied for several months (Table 25).

Table 18. Duration of Bullying Victimisation

	How long did the bullying last?				
	Just one day	**A week or two**	**Less than a month**	**A month**	**Several months**
Female[a]	9.7%	8.9%	3.9%	3%	74.6%
Male[a]	14.4%	14.4%	5.8%	3.2%	62.2%
Non-Binary	0%	0%	0%	0%	100%
Gender identity undisclosed	18.9%	18.9%	0%	5.4%	56.8%
18-24	0%	0%	0%	33.7%	66.7%
25-34	10%	14.3%	7.1%	5.7%	62.9%
35-44	10.5%	8.7%	3.3%	1.8%	75.6%
45-54	12%	10%	5.3%	3.5%	69.2%
55-64	11.3%	11.7%	3.3%	2.5%	71.3%
65+	11.1%	11.1%	0%	11.1%	66.7%
Heterosexual	11.2%	10.7%	4.3%	3%	70.8%
LGBTQ+	6.9%	8.8%	5.9%	2.9%	75.5%
Sexual orientation undisclosed	17.6%	13.2%	2.2%	4.4%	62.6%
Disability	17.6%	12.2%	1.4%	0%	68.9%
No disability	10.5%	10.8%	4.6%	3%	71.2%
Irish	10.7%	10.4%	4.6%	3.3%	71%
Any other White background	15%	9.4%	1.6%	3.1%	70.9%
Ethnic Minorities	10.3%	12.8%	7.7%	3.3%	71%
Ethnicity undisclosed	13.8%	24.1%	0%	0%	62.1%
Managerial role	11.4%	9.3%	3.6%	1.6%	74.2%
Non-managerial role	11.3%	11.5%	4.6%	4%	68.5%
AHSS-BL	10.2%	11.1%	4.1%	3.2%	71.3%
STEM-MH	13.4%	13.8%	4.7%	3.4%	64.7%
Research	5%	10%	5%	0%	80%
Professional/Technical	12.3%	8.5%	3.5%	2.8%	72.9%
Work area undisclosed / Other	7.5%	11.9%	7.5%	6%	67.2%

8. Cyberbullying Victimisation

Survey respondents were asked to indicate if they endured any cyberbullying behaviours at work in the past three years, including any periods of remote working.

- On average[9] 32.9% respondents (in the overall sample) reported experiencing the cyberbullying behaviours assessed in this study "now and then"; 6.6% respondents endured cyberbullying "monthly"; 4.7% experienced this weekly and 1.9% were subjected to cyberbullying daily.
- For ease of readability, the 11 cyberbullying behaviours assessed in this survey study are presented in 5 tables (Table 19 to 23).

8.1.1 Cyberbullying Victimisation Across Different Gender Identities

- On average, 33.5% of female employees endured all cyberbullying behaviours assessed in this survey study "now and then". Monthly (6.6%), weekly (4.8%) and daily (2%) cyberbullying acts were less common.
- Similar figures were found for males, with 31.4% enduring all aspects of cyberbullying behaviours "now and then", and a smaller proportion of males enduring cyberbullying monthly (6.2%), weekly (4.2%) and daily (1.4%).
- On average 26.2% of non-binary respondents experienced all aspects of cyberbullying "now and then". Monthly and daily cyberbullying behaviours were endured respectively by 12% and 10% of non-binary respondents, whereas a smaller proportion of non-binary respondents endured cyberbullying weekly (3.4%).
- Of those who did not disclose their gender, 37.3% experienced all aspects of cyberbullying "now and then" and 11.5% experienced this monthly. Moreover, 10.6% experienced all aspects of cyberbullying weekly, while 4.8% experienced this daily. However, these percentages should be interpreted cautiously due to the non-binary sub-sample including only 16 respondents.

[9] The findings presented in the text were obtained by averaging the rates of respondents selecting respectively "now and then", "monthly", "weekly" and "daily" across the cyberbullying items.

- Receiving messages that have a disrespectful tone was the most common cyberbullying experience across all gender groups, followed by receiving conflicting information.
- Significant statistical differences were found among respondents with different gender identities. Females were more likely to be cyberbullied compared to males. Respondents who did not disclose their gender were more likely to be bullied compared to both males and females (see Appendix).

8.1.2 Cyberbullying Victimisation across Different Sexual Orientations

- An average of 32.7% heterosexual respondents experienced all aspects of cyberbullying "now and then", whereas monthly (6.4%), weekly (4.4%) and daily (1.6%) cyberbullying was experienced by a smaller proportion of respondents.
- On average 34.3% LGBTQ+ respondents endured cyberbullying "now and then". Monthly (7.9%), weekly (6.3%) and daily (3.5%) cyberbullying behaviours were endured by a small proportion of LGBTQ+ respondents.
- Of those who did not disclose their sexual orientation, 36.9% experienced cyberbullying acts "now and then", with only a small proportion of respondents enduring this monthly (8.1%), weekly (7.1%) and daily (5.1%).
- Significant statistical differences were found among respondents with different sexual orientations. LGBTQ+ respondents reported higher levels of cyberbullying victimisation compared to heterosexuals. Respondents who did not disclose their sexual orientation reported higher levels of cyberbullying victimisation scores compared to both heterosexuals and LGBTQ+ respondents (see Appendix).

8.1.3 Cyberbullying Victimisation Across Different Ethnic Groups

- On average 33.7% of Irish respondents reported being cyberbullied "now and then". Monthly (6.5%), weekly (4.5%) and daily (1.7%) cyberbullying behaviours were endured by a small proportion of respondents.

- On average 28.7% of respondents who identified themselves with any other White background endured cyberbullying "now and then", whereas monthly (6.8%), weekly (4.3%) and daily (1.9%) cyberbullying behaviours were experienced by a smaller proportion of respondents with any other White background.
- In terms of the ethnic minority groups, an average of 26.4% respondents reported being cyberbullied "now and then"; 7.1% experienced cyberbullying monthly; 7.1% weekly and 2.9% endured this daily.
- Over a third of respondents who did not disclose their ethnicity (35.4%) endured all aspects of cyberbullied "now and then". Moreover, 10.4% experienced this monthly; 12.1% were cyberbullied weekly and 9.4% endured cyberbullying daily.
- Statistical significant differences were found among respondents with different ethnic identities. Respondents who did not disclose their ethnicity reported higher levels of cyberbullying victimisation scores compared to all ethnic groups (see Appendix). However, these findings should be interpreted cautiously due to the small sample size of people who did not disclose their ethnicity (N=60).

8.1.4 Cyberbullying Victimisation Across Respondents With a Disability and With no Disability

- An average of 30.5% respondents with a disability reported being cyberbullied "now and then"; 11.2% were subjected to cyberbullying monthly; 10.5% of people with a disability experienced weekly cyberbullying acts and 3% endured this daily.
- On average 32.5% respondents with no disabilities reported being cyberbullied "now and then", whereas a smaller proportion of respondents with no disabilities were subjected to cyberbullying monthly (6.2%) weekly (4.2%) and daily (1.7%).
- Significant statistical differences were found between respondents with a disability and those with no disabilities. Findings showed that respondents with a disability endured higher levels of cyberbullying compared to those with no disabilities (see Appendix). However, these findings should be interpreted cautiously due to the small sub-sample of respondents with a disability (N=162).

Table 19. Prevalence of Cyberbullying Victimisation Experienced Across Different Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Overall	43.5%	44.9%	6%	4.8%	0.8%
Female	42.4%	45.4%	6%	5.4%	0.8%
Male	47.1%	43.4%	5.7%	3.2%	0.7%
Non-Binary	18.8%	50%	18.8%	6.3%	6.3%
Gender identity undisclosed	27.3%	50.6%	10.4%	10.4%	1.3%
Heterosexual	44.3%	44.8%	5.6%	4.7%	0.6%
LGBTQ+	38.6%	45.8%	8.5%	5%	2.1%
Sexual orientation undisclosed	31.9%	51%	8.8%	5.4%	2.9%
Disability	37%	40.7%	10.5%	11.7%	0%
No disability	44.5%	44.8%	5.7%	4.3%	0.7%
Irish	43.3%	45.6%	5.6%	4.8%	0.7%
White background	45%	42.7%	8.3%	3.1%	0.9%
Ethnic Minority	49.5%	36.6%	6.5%	6.5%	1.1%
Ethnicity undisclosed	28.3%	43.3%	10%	15%	3.3%
Been unfairly blamed					
Overall	60.6%	30.5%	4.3%	3.7%	0.9%
Female	60.2%	30.6%	4.4%	3.9%	0.9%
Male	62.5%	30%	3.7%	3%	0.7%
Non-Binary	56.3%	12.5%	18.8%	6.3%	6.3%
Gender identity undisclosed	44.2%	37.7%	7.8%	7.8%	2.6%
Heterosexual	61.9%	29.6%	4.3%	3.5%	0.7%
LGBTQ+	53.5%	35.1%	4.4%	4.8%	2.1%
Sexual orientation undisclosed	46.6%	39.7%	5.4%	4.9%	3.4%
Disability	47.5%	30.9%	11.1%	9.3%	1.2%
No disability	62.7%	29.5%	3.8%	3.2%	0.8%
Irish	60.4%	31.3%	4.1%	3.5%	0.8%
White background	66.4%	24.2%	5.2%	3.3%	0.9%
Ethnic Minority	53.8%	31.2%	7.5%	6.5%	1.1%
Ethnicity undisclosed	38.3%	38.3%	5%	11.7%	6.7%

Note: N_{female}=2201; N_{male}=1068; $N_{non\text{-}binary}$=16; $N_{gender\ undisclosed}$=77; $N_{heterosexual}$=2844; N=$_{LGBTQ+}$=314; $N_{sexual\ orientation\ undisclosed}$ =204; $N_{disability}$= 162; $N_{no\ disability}$=2863; N_{Irish}=2787; $N_{White\ background}$=422; $N_{Ethnic\ minority}$=93; $N_{ethnicity\ undisclosed}$=60

Table 20. Prevalence of Cyberbullying Victimisation Across Different Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Received aggressively worded messages					
Overall	68.5%	24.7%	4%	2.3%	0.6%
Female	68%	25.3%	3.4%	2.7%	0.6%
Male	70.7%	22.8%	4.9%	1.4%	0.3%
Non-Binary	62.5%	25%	6.3%	0%	6.3%
Gender identity undisclosed	51.9%	32.5%	7.8%	5.2%	2.6%
Heterosexual	69.8%	23.9%	3.8%	2.2%	0.3%
LGBTQ+	61.4%	28.6%	5%	3.1%	1.9%
Sexual orientation undisclosed	59.3%	28.9%	4.9%	3.4%	3.4%
Disability	58%	27.8%	7.4%	6.2%	0.6%
No disability	70%	23.9%	3.6%	2%	0.4%
Irish	68.6%	24.8%	3.8%	2.4%	0.4%
White background	71.6%	22.3%	4.3%	1.2%	0.7%
Ethnic Minority	63.4%	24.7%	5.4%	4.3%	2.2%
Ethnicity undisclosed	46.7%	35%	8.3%	5%	5%
Had another staff member copy people into messages that reflect poorly on you					
Overall	59.2%	32.5%	4.8%	2.8%	0.7%
Female	57.9%	33.8%	4.8%	2.8%	0.7%
Male	63.7%	29%	4.6%	2.3%	0.4%
Non-Binary	50%	31.3%	12.5%	6.3%	0%
Gender identity undisclosed	36.4%	45.5%	6.5%	9.1%	2.6%
Heterosexual	60.3%	31.9%	4.8%	2.6%	0.4%
LGBTQ+	53.1%	36.1%	5%	3.9%	1.9%
Sexual orientation undisclosed	49%	38.2%	4.9%	4.4%	3.4%
Disability	53.7%	31.5%	9.3%	4.9%	0.6%
No disability	60.1%	32.2%	4.6%	2.5%	0.5%
Irish	58.2%	33.8%	4.7%	2.8%	0.5%
White background	65.4%	27.5%	4.5%	1.7%	0.9%
Ethnic Minority	72%	15.1%	8.6%	4.3%	0%
Ethnicity undisclosed	41.7%	36.7%	5%	10%	6.7%

Table 21. Prevalence of Cyberbullying Victimisation Across Different Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Had your work unfairly criticised					
Overall	59.8%	31.6%	4.6%	3%	0.9%
Female	59.7%	31.7%	4.6%	3%	1%
Male	61.4%	31.1%	4.2%	2.7%	0.6%
Non-Binary	43.8%	43.8%	6.3%	0%	6.3%
Gender identity undisclosed	45.5%	35.1%	10.4%	7.8%	1.3%
Heterosexual	60.7%	31.5%	4.4%	2.9%	0.6%
LGBTQ+	55.2%	32.4%	6.2%	3.9%	2.3%
Sexual orientation undisclosed	52%	32.8%	7.8%	4.4%	2.9%
Disability	45.1%	34%	11.7%	8%	1.2%
No disability	61.3%	31.3%	4.1%	2.6%	0.7%
Irish	60.1%	31.8%	4.6%	2.7%	0.8%
White background	62.3%	30.3%	3.6%	3.3%	0.5%
Ethnic Minority	53.8%	32.3%	5.4%	7.5%	1.1%
Ethnicity undisclosed	38.3%	33.3%	15%	8.3%	5%
Received rude demands from a colleague					
Overall	64.5%	26.7%	4.8%	3.2%	0.8%
Female	62.5%	27.4%	5.4%	3.8%	0.9%
Male	70.1%	24.3%	3.5%	1.9%	0.3%
Non-Binary	75%	6.3%	12.5%	0%	6.3%
Gender identity undisclosed	41.6%	41.6%	7.8%	6.5%	2.6%
Heterosexual	65.9%	26.2%	4.5%	3%	0.5%
LGBTQ+	57.1%	29.2%	6.8%	4.6%	2.3%
Sexual orientation undisclosed	50%	34.3%	7.4%	4.9%	3.4%
Disability	50%	28.4%	14.2%	6.8%	0.6%
No disability	66.6%	25.5%	4.2%	3%	0.6%
Irish	64.2%	27.3%	4.7%	3.2%	0.6%
White background	71.8%	21.1%	4%	2.4%	0.7%
Ethnic Minority	60.2%	23.7%	8.6%	6.5%	1.1%
Ethnicity undisclosed	35%	40%	10%	6.7%	8.3%

Table 22. Prevalence of Cyberbullying Victimisation Across Different Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Been sent conflicting information					
Overall	37.6%	42.3%	11%	6.9%	2.2%
Female	36.7%	43.5%	10.9%	6.8%	2.1%
Male	40.3%	40.4%	10.6%	6.6%	2.2%
Non-Binary	43.8%	25%	18.8%	12.5%	0%
Gender identity undisclosed	24.7%	39%	16.9%	13%	6.5%
Heterosexual	38.8%	42.1%	10.9%	6.3%	2%
LGBTQ+	31.1%	43.8%	11.6%	10.2%	3.3%
Sexual orientation undisclosed	26.5%	45.6%	12.3%	10.3%	5.4%
Disability	30.9%	35.8%	14.2%	14.8%	4.3%
No disability	39.2%	42.3%	10.4%	6.3%	1.8%
Irish	36.8%	44.1%	10.7%	6.4%	1.9%
White background	42.2%	34.1%	13%	8.5%	2.1%
Ethnic Minority	47.3%	30.1%	9.7%	9.7%	3.2%
Ethnicity undisclosed	25%	36.7%	11.7%	11.7%	15%
Been bypassed in group communications that are relevant to your work role					
Overall	40.8%	39%	10.3%	6.7%	3.3%
Female	40.1%	40.1%	9.7%	6.7%	3.5%
Male	43.4%	37.4%	10.8%	6%	2.5%
Non-Binary	37.5%	31.3%	12.5%	12.5%	6.3%
Gender identity undisclosed	26%	31.2%	19.5%	15.6%	7.8%
Heterosexual	41.2%	39.6%	10%	6.2%	3%
LGBTQ+	38.2%	35.7%	12%	9.5%	4.6%
Sexual orientation undisclosed	31.4%	38.2%	13.7%	9.3%	7.4%
Disability	33.3%	30.9%	12.3%	16%	7.4%
No disability	42.3%	39%	9.7%	6%	2.9%
Irish	40.7%	39.8%	10.4%	6.2%	3%
White background	43.8%	36%	9.5%	7.3%	3.3%
Ethnic Minority	43%	34.4%	8.6%	8.6%	5.4%
Ethnicity undisclosed	21.7%	31.7%	13.3%	20%	13.3%

Table 23. Prevalence of Cyberbullying Victimisation Across Different Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Been the subject of communications that undermine you					
Overall	61.2%	28.1%	5.1%	3.9%	1.6%
Female	61%	28.6%	5%	3.7%	1.7%
Male	63.3%	26.7%	5.1%	3.7%	1.2%
Non-Binary	56.3%	25%	6.3%	0%	12.5%
Gender identity not disclosed	40.3%	33.8%	9.1%	13%	3.9%
Heterosexual	62.3%	27.7%	4.9%	3.6%	1.5%
LGBTQ+	55.2%	30.1%	6.4%	5.8%	2.5%
Sexual orientation undisclosed	49.5%	33.8%	5.4%	6.9%	4.4%
Disability	51.2%	29.6%	8.6%	8.6%	1.9%
No disability	62.9%	27.5%	4.7%	3.4%	1.5%
Irish	60.8%	29.3%	5%	3.5%	1.4%
White background	67.5%	21.1%	5.7%	4%	1.7%
Ethnic Minority	64.5%	21.5%	4.3%	6.5%	3.2%
Ethnicity undisclosed	31.7%	33.3%	8.3%	18.3%	8.3%
Received unreasonable work demands					
Overall	41%	35.2%	11%	8%	4.8%
Female	40.3%	35.5%	11.7%	7.5%	5%
Male	43.7%	35%	9.2%	8.4%	3.7%
Non-Binary	37.5%	18.8%	18.8%	6.3%	18.8%
Gender identity undisclosed	23.4%	32.5%	16.9%	15.6%	11.7%
Heterosexual	41.9%	35.8%	10.7%	7.4%	4.3%
LGBTQ+	36.1%	32.2%	13.1%	11.2%	7.3%
Sexual orientation undisclosed	30.4%	35.3%	11.3%	13.2%	9.8%
Disability	36.4%	21.6%	16%	19.1%	6.8%
No disability	42.4%	35.5%	10.7%	7%	4.3%
Irish	40.3%	36.5%	11%	7.9%	4.4%
White background	46.2%	29.9%	11.1%	7.8%	5%
Ethnic Minority	53.8%	22.6%	9.7%	7.5%	6.5%
Ethnicity undisclosed	18.3%	35%	15%	15%	16.7%
Been pressured into responding to technology mediated communications at all times					

Overall	55.6%	26.6%	6.7%	6.5%	4.6%
Female	55%	27.2%	6.7%	6.2%	4.9%
Male	58.5%	25.2%	6.3%	6.6%	3.4%
Non-Binary	50%	18.8%	0%	6.3%	25%
Gender identity undisclosed	32.5%	31.2%	13%	13%	10.4%
Heterosexual	57%	26.3%	6.4%	6.3%	4%
LGBTQ+	48.1%	28.2%	8.1%	7.7%	7.9%
Sexual orientation undisclosed	42.6%	28.4%	7.4%	11.3%	10.3%
Disability	48.1%	24.7%	8%	10.5%	8.6%
No disability	57.5%	26.1%	6.3%	6%	4.1%
Irish	55.4%	26.9%	6.9%	6.5%	4.4%
White background	59.2%	26.3%	5.2%	5.2%	4%
Ethnic Minority	59.1%	18.3%	4.3%	10.8%	7.5%
Ethnicity undisclosed	33.3%	26.7%	13.3%	11.7%	15%

8.1.5 Cyberbullying Victimisation Across Different Age Groups

- With regard to age, the 45-54 age group was more likely to experience occasional cyberbullying compared to the other age groups, with an average of 35% respondents in this age group enduring cyberbullying "now and then". A third of respondents in the 35-44 age group reported being cyberbullied "now and then" (33.3%), followed by the 55-64 age group (32.5%), and by the 25-34 age group (26.1%). An average of 22.8% respondents in the 65+ age group were cyberbullied "now and then". The 18-24 age group reported the lowest rates of occasional cyberbullying, with 20.6% of respondents in this age group enduring cyberbullying "now and then".
- Monthly, weekly and daily cyberbullying acts were endured by a small proportion of respondents across all age groups.
- Of note, only 30 respondents aged 18-24 and only 49 respondents aged 65+ filled out the cyberbullying questions, implying that the findings for these age groups are not generalisable. For ease of readability, the rates of cyberbullying for each age group are presented in two tables (Table 24 and 25).
- Significant statistical differences were found among different age groups. Findings showed that, overall, respondents aged 18-24 reported lower levels of cyberbullying

victimisation compared to respondents aged 25-34, 35-44 and to those aged 45-54. Respondents aged 65+ reported lower levels of cyberbullying victimisation compared to respondents aged 35-44 and 45-54. Finally, the groups aged 35-44 and 45-54 endured higher levels of cyberbullying victimisation compared to the 55-64 age group. (see Appendix).

Table 24. Prevalence of Cyberbullying Across Different Age Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Received messages that have a disrespectful tone					
18-24	70%	26.7%	3.3%	0%	0%
25-34	50.8%	36.2%	9.1%	3.2%	0.6%
35-44	42.8%	45%	6.3%	4.8%	1.1%
45-54	40%	47.2%	6%	6.1%	0.7%
55-64	46.8%	45.7%	4%	2.9%	0.5%
65+	65.3%	30.6%	4.1%	0%	0%
Been unfairly blamed					
18-24	80%	16.7%	3.3%	0%	0%
25-34	65.7%	24.3%	4.9%	4.9%	0.3%
35-44	60.1%	29.9%	4.7%	4.2%	1.1%
45-54	58.3%	33.3%	3.6%	3.9%	0.9%
55-64	63.9%	28.7%	4.9%	2%	0.5%
65+	75.5%	24.5%	0%	0%	0%
Received aggressively worded messages (e.g. using all capital letters, bold font or multiple exclamation marks)					
18-24	90%	10%	0%	0%	0%
25-34	71.2%	21.4%	3.2%	3.2%	1%
35-44	66.6%	26%	4.1%	2.6%	0.7%
45-54	66.1%	26.9%	4.4%	2.3%	0.3%
55-64	73.7%	20.9%	3.5%	1.5%	0.4%
65+	89.8%	10.2%	0%	0%	0%
Had another staff member copy people into messages that reflect poorly on you					
18-24	86.7%	10%	0%	3.3%	0%
25-34	63.4%	27.2%	6.5%	1.9%	1%
35-44	55.5%	34.8%	6%	2.7%	0.9%
45-54	56.6%	34.9%	4.7%	3.3%	0.5%
55-64	65.6%	29.2%	3.3%	1.5%	0.4%
65+	81.6%	16.3%	0%	2%	0%
Had your work unfairly criticised					
18-24	80%	13.3%	3.3%	3.3%	0%
25-34	69.3%	21.7%	4.5%	3.9%	0.6%

35-44	60.1%	30.7%	4.8%	3.4%	1%
45-54	56.5%	34.3%	5.6%	2.9%	0.7%
55-64	61.9%	32.7%	2.9%	1.9%	0.7%
65+	77.6%	20.4%	2%	0%	0%

Note: $N_{18\text{-}24}$=30; $N_{25\text{-}34}$=309; $N_{35\text{-}44}$=877; $N_{45\text{-}54}$=1291; $N_{55\text{-}64}$=750; N_{65+}=49

Table 25. Prevalence of Cyberbullying Across Different Age Groups

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Received rude demands from a colleague					
18-24	93.3%	3.3%	3.3%	0%	0%
25-34	62.8%	25.2%	7.1%	3.9%	1%
35-44	60.9%	29.8%	4.2%	4.3%	0.8%
45-54	63.1%	27.6%	5.7%	2.9%	0.7%
55-64	71.7%	22.9%	3.1%	1.7%	0.5%
65+	85.7%	14.3%	0%	0%	0%
Been sent conflicting information					
18-24	73.3%	16.7%	10%	0%	0%
25-34	38.2%	36.6%	13.9%	9.4%	1.9%
35-44	35.5%	42.1%	11.9%	8%	2.6%
45-54	34.7%	44.4%	11.1%	7.9%	1.9%
55-64	43.1%	43.2%	8.9%	2.9%	1.9%
65+	63.3%	32.7%	2%	0%	2%
Been bypassed in group communications that are relevant to your work role					
18-24	66.7%	23.3%	6.7%	3.3%	0%
25-34	52.4%	27.8%	9.1%	7.8%	2.9%
35-44	39.7%	38.9%	11.9%	5.9%	3.6%
45-54	37.2%	41.1%	11.2%	7.2%	3.3%
55-64	42.9%	42%	6.9%	5.7%	2.4%
65+	59.2%	26.5%	8.2%	2%	4.1%
Been the subject of communications that undermine you					
18-24	90%	6.7%	0%	3.3%	0%
25-34	70.9%	18.4%	4.5%	4.5%	1.6%
35-44	64.4%	26.5%	4.6%	3.1%	1.5%
45-54	56.7%	31.2%	5.9%	4.4%	1.8%
55-64	62.4%	28.8%	4.5%	2.9%	1.3%
65+	71.4%	24.5%	2%	2%	0%
Received unreasonable work demands					
18-24	80%	20%	0%	0%	0%
25-34	46.6%	27.5%	11%	10%	4.9%
35-44	37.7%	36%	11.9%	8.6%	5.8%
45-54	37.9%	36.5%	12%	8.5%	5.1%
55-64	47.2%	36.4%	9.2%	4.8%	2.4%
65+	57.1%	30.6%	6.1%	6.1%	0%
Been pressured into responding to technology-mediated communications at all times					

18-24	80%	16.7%	3.3%	0%	0%
25-34	60.5%	20.7%	9.7%	5.5%	3.6%
35-44	53.6%	26.7%	6.7%	7.5%	5.5%
45-54	53.1%	28%	7.2%	6.7%	5%
55-64	60.3%	26.9%	4.7%	5.2%	2.9%
65+	75.5%	20.4%	0%	2%	2%

Note: $N_{18\text{-}24}$=30; $N_{25\text{-}34}$=309; $N_{35\text{-}44}$=877; $N_{45\text{-}54}$=1291; $N_{55\text{-}64}$=750; N_{65+}=49

8.1.6 Cyberbullying Victimisation Across Respondents With Managerial and Non-Managerial Roles

- In terms of cyberbullying victimisation experiences among respondents covering a managerial role versus a non-managerial role, an average of 37.5% of respondents with a managerial role endured all cyberbullying aspects "now and then", versus 30.6% of those with no managerial duties. Managers were also slightly more likely to endure cyberbullying monthly (7.8%) compared to non-managers (6%). Weekly and daily cyberbullying rates were similar across managers and non-managers, with 5.4% of managers and 4.3% of non-mangers enduring cyberbullying weekly and 1.8% of managers and 1.9% of those with a non-managerial role being cyberbullied daily.
- Significant statistical differences were found between respondents with a managerial role and those with no managerial duties, with managers reporting significantly higher scores in terms of cyberbullying victimisation compared to respondents with no managerial duties (see Appendix).

Table 26. Cyberbullying Prevalence Among Managers and Non-Managers

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Received messages that have a disrespectful tone					
Managerial role	37.7%	49.8%	6.9%	4.8%	0.8%
No managerial role	46.3%	42.4%	5.6%	4.8%	0.8%
Been unfairly blamed					
Managerial role	54.4%	35.8%	4.5%	4.6%	0.6%
No managerial role	63.7%	27.8%	4.2%	3.2%	1.1%
Received aggressively worded messages (e.g. using all capital letters, bold font or multiple exclamation marks)					

Managerial role	62.9%	30.2%	3.6%	2.8%	0.4%
No managerial role	71.3%	21.8%	4.2%	2.1%	0.7%
Had another staff member copy people into messages that reflect poorly on you					
Managerial role	49.9%	39.3%	6.7%	3.4%	0.7%
No managerial role	63.9%	29.1%	3.9%	2.5%	0.6%
Had your work unfairly criticised					
Managerial role	53.9%	37.5%	5.2%	2.8%	0.4%
No managerial role	62.8%	28.7%	4.3%	3.1%	1.1%
Received rude demands from a colleague					
Managerial role	59.2%	30.8%	5.5%	3.9%	0.6%
No managerial role	67.2%	24.6%	4.5%	2.9%	0.8%
Been sent conflicting information					
Managerial role	31.2%	45.5%	13.8%	7.4%	2.1%
No managerial role	40.8%	40.8%	9.6%	6.6%	2.3%
Been bypassed in group communications that are relevant to your work role					
Managerial role	35.4%	41.9%	12.6%	7.3%	2.8%
No managerial role	43.5%	37.5%	9.1%	6.4%	3.5%
Been the subject of communications that undermine you					
Managerial role	54.2%	33.1%	6.6%	4.8%	1.3%
No managerial role	64.8%	25.6%	4.4%	3.4%	1.8%
Received unreasonable work demands					
Managerial role	34.8%	37.3%	12.7%	10.1%	5.1%
No managerial role	44.1%	34.2%	10.2%	6.9%	4.6%
Been pressured into responding to technology-mediated communications at all times					
Managerial role	48.6%	30.9%	7.4%	7.6%	5.6%
No managerial role	59.1%	24.4%	6.3%	6%	4.1%

Note: $N_{managers}$: 1124 $N_{non\text{-}managers}$: 2238

8.1.7 Cyberbullying Victimisation Across Different Work Areas

- Overall, the prevalence of cyberbullying was comparable across all work areas. Academics working in the field of AHSS-BL were more likely to experience cyberbullying "now and then" (34.7%), followed by respondents in the Professional/Technical work area (33.6%) and by those who did not disclose their work area or whose area of work was not listed in the survey ("other"; 32%). A relatively lower number of respondents in the STEM-MH area were bullied "now and then" (31.4%), whereas research fellows and those working in research centres reported lower rates of occasional ("now and then") cyberbullying victimisation (24.6%). Lower rates of cyberbullying victimisation were found in the "monthly", "weekly", and "daily" categories. For ease of readability, the rates for the 11 cyberbullying items are presented in two separate tables (Table 27 and 28).

- Significant statistical differences were found among respondents working in different areas, with respondents working in the AHSS-BL area enduring higher levels of cyberbullying compared to both academics in the STEM-MH area and to respondents working in the Professional/Technical area.

8.1.8 Cyberbullying: Status of the Perpetrator

- Of the people who reported experiencing cyberbullying, 43.7% identified a senior colleague as the perpetrator; 29.8% a peer; 10.7% a student; 8.1% a junior colleague, and 7.7% identified someone else (other) as the perpetrator of cyberbullying.

Table 27. Cyberbullying Prevalence for Different Work Areas

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Received messages that have a disrespectful tone					
AHSS-BL	35.7%	50.3%	7.3%	5.4%	1.3%
STEM-MH	44.5%	44.8%	5.4%	4.6%	0.7%
Research	62.7%	27.3%	7.3%	2%	0.7%
Professional/technical	46.2%	43.3%	5.4%	4.5%	0.6%
Prefer not to say/Other	45.3%	42.6%	5.3%	6.8%	0%
Been unfairly blamed					
AHSS-BL	58.1%	32.1%	4.8%	3.3%	1.6%
STEM-MH	64%	29.5%	3.1%	2.9%	0.5%
Research	65.3%	23.3%	5.3%	5.3%	0.7%
Professional/technical	60%	30.8%	4.5%	3.9%	0.8%
Prefer not to say/Other	60%	30%	4.2%	5.8%	0%
Received aggressively worded messages (e.g. using all capital letters, bold font or multiple exclamation marks)					
AHSS-BL	65.2%	26.3%	5.4%	2.3%	0.9%
STEM-MH	68.7%	24.4%	4.1%	2.3%	0.5%
Research	78.7%	14%	3.3%	3.3%	0.7%
Professional/technical	69.7%	24.7%	3%	2.2%	0.4%
Prefer not to say/Other	67.9%	25.3%	3.7%	3.2%	0%
Had another staff member copy people into messages that reflect poorly on you					
AHSS-BL	61.8%	31.3%	4%	2%	0.9%
STEM-MH	64.3%	29%	4.1%	2.3%	0.4%
Research	66.7%	22.7%	6.7%	3.3%	0.7%
Professional/technical	53.7%	36.6%	5.6%	3.5%	0.6%
Prefer not to say/Other	57.9%	32.6%	4.7%	4.2%	0.5%

Had your work unfairly criticised					
AHSS-BL	56.6%	34.1%	4.8%	3.5%	0.9%
STEM-MH	62.2%	30.5%	3.7%	2.7%	0.9%
Research	66.7%	22.7%	5.3%	4%	1.3%
Professional/technical	60.5%	31.9%	4.3%	2.5%	0.8%
Prefer not to say/Other	56.8%	28.9%	8.9%	4.7%	0.5%

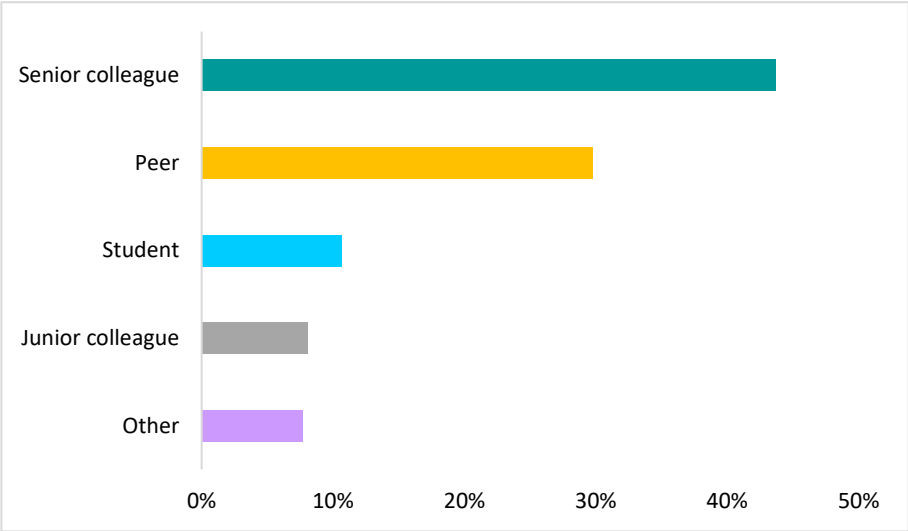
Note: AHSS-BL= Academics: Arts, Humanities, Social Sciences and Business and Law (N=970); STEM-MH = Academics: Science, Technology, Engineering, Mathematics and Medicine and Health (N=753); Research = Research Fellow and Research Centre/Institute (N=150); Professional/Technical = Professional, Managerial and Support Services and Technical Support (N=1299); Prefer not to say/Other= work area undisclosed or not listed in the survey (N=190)

Table 28. Cyberbullying Prevalence for Different Work Areas

Have you experienced any of the following acts from a senior colleague, peer, junior colleague or student, via email, instant messaging, text messages, on social media, on Conference Apps (Zoom, Microsoft Teams, etc.)?					
	Never	**Now and then**	**Monthly**	**Weekly**	**Daily**
Received rude demands from a colleague					
AHSS-BL	60.4%	29.9%	5.4%	3.3%	1%
STEM-MH	69.5%	23.6%	4.4%	1.9%	0.7%
Research	74.7%	18%	1.3%	5.3%	0.7%
Professional/technical	64.2%	26.6%	4.8%	3.6%	0.7%
Prefer not to say/Other	60%	28.9%	6.8%	3.7%	0.5%
Been sent conflicting information					
AHSS-BL	34.9%	42.1%	12.4%	8.2%	2.4%
STEM-MH	42%	40%	9.7%	6.4%	2%
Research	47.3%	31.3%	12%	6.7%	2.7%
Professional/technical	36%	45%	10.9%	6.1%	2.2%
Prefer not to say/Other	37.4%	43.7%	8.9%	7.4%	2.6%
Been bypassed in group communications that are relevant to your work role					
AHSS-BL	40.6%	39.2%	9.2%	7.6%	3.4%
STEM-MH	44.2%	36.7%	12%	4.2%	2.9%
Research	47.3%	33.3%	9.3%	6.7%	3.3%
Professional/technical	38.7%	40.9%	9.9%	7.2%	3.3%
Prefer not to say/Other	36.8%	38.9%	12.1%	8.4%	3.7%
Been the subject of communications that undermine you					
AHSS-BL	58.1%	29.7%	5.9%	3.8%	2.5%
STEM-MH	64.5%	25.4%	4.9%	4.2%	0.9%
Research	62%	27.3%	6%	4%	0.7%
Professional/technical	61.8%	28.9%	4.5%	3.2%	1.6%
Prefer not to say/Other	59.5%	26.3%	5.8%	7.4%	1.1%
Received unreasonable work demands					
AHSS-BL	34%	36.9%	14.2%	7.9%	6.9%
STEM-MH	42.6%	34.9%	10.5%	8.6%	3.3%
Research	50%	29.3%	10%	7.3%	3.3%
Professional/technical	44.1%	35.5%	9.5%	6.9%	4%

Prefer not to say/Other	41.6%	30.5%	8.4%	13.7%	5.8%
Been pressured into responding to technology-mediated communications at all times					
AHSS-BL	47%	29.8%	8.4%	8.7%	6.2%
STEM-MH	54.3%	26.2%	8.2%	7.3%	4%
Research	62.7%	21.3%	6%	6%	4%
Professional/technical	61.6%	25.4%	4.6%	4.8%	3.6%
Prefer not to say/Other	57.9%	24.2%	6.8%	4.7%	6.3%

Figure 8. Professional Status of the Cyberbullying Perpetrator



8.1.9 Impact of Cyberbullying on Respondents' Wellbeing

- In terms of the impact of cyberbullying on respondents' general wellbeing, between 11.1% and 41.7% reported that cyberbullying had a negative impact on their feelings and general wellbeing "sometimes"; between 6.3% and 55.6% were "often" negatively affected and between 1.1% and 31.3% were negatively affected "always"[10].
- Higher rates of respondents who did not disclose their gender identity reported feeling "always" "*sad and in a bad mood*" compared to those who disclosed their gender. Non-binary and those who did not disclose their gender were more likely to feel "often" and "always" "*tense and nervous*", "*inactive and with low energy*" and

[10] The percentages reported in the text refer to respondents with different backgrounds in terms of gender, sexual orientation, ethnic identity and disability.

"*tired and unrested when waking up*" compared to those who identified themselves as male and female. However, as outlined above, a small number of people either identified themselves as non-binary or did not disclose their gender, which prevents us from generalising these findings. A higher rate of female respondents reported feeling "sometimes" "*tired and unrested when waking up*" compared to all other gender identities.

- A higher rate of LGBTQ+ respondents and of respondents who did not disclose their gender reported negative feelings and emotions "often" and "always" compared to heterosexual respondents. However, a slightly higher rate of heterosexual respondents reported "sometimes" being negatively affected by cyberbullying compared to respondents with other sexual orientations and to those who did not disclose their sexual orientation.
- Higher rates of respondents belonging to ethnic minorities and of respondents who did not disclose their ethnicity reported either "often" or "always" being negatively affected by cyberbullying, compared to the other ethnic groups.
- Higher rates of respondents with a disability showed negative emotions "often" and "always" compared with those with no disabilities.

Table 29. Impact of Cyberbullying Victimisation on Respondents' Wellbeing Across Different Demographic Groups

Thinking of the cyberbullying experiences you endured at work, did they have a negative impact on your mental health and wellbeing?					
	Never	**Seldom**	**Sometimes**	**Often**	**Always**
I felt sad and in a bad mood					
Overall	15.9%	21.3%	38.7%	18.5%	5.6%
Female	13.8%	20%	41.3%	19.1%	5.9%
Male	20.7%	24.3%	33.9%	16.4%	4.7%
Non-binary	18.8%	31.3%	25%	18.8%	6.3%
Gender undisclosed	13.9%	9.7%	41.7%	25%	9.7%
Heterosexual	16.7%	21.4%	39.3%	17.4%	5.3%
LGBTQ+	11.8%	20.7%	35.9%	24.2%	7.4%
Sexual orientation undisclosed	0%	33.3%	33.3%	22.2%	1.1%
Irish	15.8%	21%	40.2%	18%	5.1%
Any other White background	18.2%	23.8%	32%	19.9%	6.2%
Ethnic Minority	13%	21.7%	26.1%	27.5%	11.6%

Ethnicity undisclosed	9.1%	20%	34.5%	18.2%	18.2%
Disability	14.7%	12.6%	37.8%	27.3%	7.7%
No disability	16.5%	21.5%	39.3%	17.4%	5.2%
I felt tense and nervous					
Overall	16.5%	18.9%	33.8%	22%	8.8%
Female[a]	14.3%	16.6%	35.5%	23.6%	9.9%
Male[a]	21.9%	23.3%	30.7%	18.4%	5.7%
Non-binary	12.5%	18.8%	31.3%	6.3%	31.3%
Gender undisclosed	11.1%	9.7%	31.9%	34.7%	12.5%
Heterosexual	17.6%	18.8%	33.9%	21.4%	8.4%
LGBTQ+	11.1%	19.4%	33.3%	25.1%	11.1%
Sexual orientation undisclosed	0%	22.2%	33.3%	22.2%	22.2%
Irish	16.7%	18.8%	35%	21.1%	8.4%
Any other White background	17.9%	19.1%	27.6%	27.3%	8.2%
Ethnic Minority	7.2%	24.6%	26.1%	26.1%	15.9%
Ethnicity undisclosed	10.9%	14.5%	32.7%	20%	21.8%
Disability	11.2%	12.6%	29.4%	28.7%	18.2%
No disability	17.3%	19.2%	34.3%	21.1%	8.1%
I felt inactive and with low energy					
Overall	28.2%	20.3%	29.4%	17.2%	4.9%
Female	26.1%	20.3%	31.4%	16.9%	5.3%
Male	33.6%	20.4%	25.7%	16.4%	3.9%
Non-binary	31.3%	6.3%	25%	25%	12.5%
Gender undisclosed	18.1%	12.5%	33.3%	27.8%	8.3%
Heterosexual	29.2%	20.8%	29.5%	16%	4.5%
LGBTQ+	22.9%	17.6%	28.8%	23.5%	7.2%
Sexual orientation undisclosed	11.1%	22.2%	0%	55.6%	11.1%
Irish	28.7%	20.2%	29.9%	16.4%	4.8%
Any other White background	27.6%	21.4%	27.6%	18.8%	4.7%
Ethnic Minority	17.4%	23.2%	26.1%	29%	4.3%
Ethnicity undisclosed	21.8%	14.5%	21.8%	29.1%	12.7%
Disability	18.9%	11.9%	31.5%	29.4%	8.4%
No disability	29.4%	20.3%	29.2%	16.5%	4.5%
I felt tired and unrested when waking up					
Overall	24.5%	18.1%	27.6%	21.2%	8.7%
Female	21.7%	17.8%	29.2%	22.2%	9%
Male	31.2%	19.1%	24.1%	18.5%	7.2%
Non-binary	37.5%	6.3%	18.8%	6.3%	31.3%
Gender undisclosed	16.7%	11.1%	23.6%	34.7%	13.9%
Heterosexual	25.3%	18.4%	27.8%	20.2%	8.3%
LGBTQ+	20.7%	16.8%	26.4%	25.9%	10.2%
Sexual orientation undisclosed	11.1%	11.1%	11.1%	44.4%	22.2%
Irish	24.6%	18.5%	28.3%	20.5%	8.1%
Any other White background	27%	16.1%	23.8%	23.5%	9.7%

Ethnic Minority	17.4%	17.4%	20.3%	29%	15.9
Ethnicity undisclosed	12.7%	14.5%	29.1%	25.5%	18.2%
Disability	20.3%	9.8%	25.9%	28%	16.1%
No disability	25.5%	18.3%	27.5%	20.5%	8.2%

Note: N_{female}=1868; N_{male}=876; $N_{non\text{-}binary}$=16; $N_{gender\ undisclosed}$=71; $N_{heterosexual}$=2372; N=$_{LGBTQ+}$=273; $N_{sexual\ orientation\ undisclosed}$ =186; N_{Irish}=2366; $N_{White\ background}$=341; $N_{Ethnic\ minority}$=69; $N_{ethnicity\ undisclosed}$=55; $N_{disability}$=143; $N_{no\ disability}$=2384

8.1.9 Impact of Cyberbullying Across Different Age Groups

- In terms of the impact of cyberbullying on different age-groups, findings show that a higher rate of respondents in the 25-34 age range reported negative feelings "often" or "always", followed by respondents in the 35-44 and in the 45-54 age range.

Table 30. Impact of Cyberbullying Victimisation on Respondents' Wellbeing across Different Age Groups

Thinking of the cyberbullying experiences you endured at work, did they have a negative impact on your mental health and wellbeing?					
	Never	**Seldom**	**Sometimes**	**Often**	**Always**
I felt sad and in a bad mood					
18-24	47.4%	21.1%	26.3%	5.3%	0%
25-34	16.4%	23.8%	28.3%	23.4%	8.2%
35-44	13%	22.5%	39.8%	19.2%	5.5%
45-54	16.4%	20%	39.1%	18.6%	5.9%
55-64	17.7%	21.7%	41.1%	15.9%	3.6%
65+	25.8%	45.2%	19.4%	9.7%	0%
I felt tense and nervous					
18-24	36.8%	26.3%	21.1%	15.8%	0%
25-34	27.5%	19.3%	25.8%	23%	4.5%
35-44	13.8%	19.4%	33.1%	25%	8.7%
45-54	16.4%	17.5%	35.4%	20.9%	9.8%
55-64	21%	18.9%	34.6%	19.2%	6.2%
65+	25.8%	45.2%	19.4%	9.7%	0%
I felt inactive and with low energy					
18-24	42.1%	31.6%	5.3%	21.1%	0%
25-34	27.5%	19.3%	25.8%	23%	4.5%
35-44	28.1%	21.3%	29.5%	16.3%	4.7%
45-54	27.3%	19.7%	30.3%	17%	5.7%
55-64	30.5%	21%	29.6%	15.4%	3.4%
65+	32.3%	25.8%	19.4%	22.6%	0%
I felt tired and unrested when waking up					
18-24	57.9%	15.8%	15.8%	5.3%	5.3%
25-34	25.8%	20.1%	22.1%	20.5%	11.5%
35-44	24.8%	19.6%	25.6%	22.3%	7.8%

45-54	22.6%	17.3%	29.9%	20.8%	9.5%
55-64	27.1%	17.6%	28.4%	19.7%	7.2%
65+	32.35	25.8%	19.45%	22.6%	0%

Note: N_{18-24}=19; N_{25-34}=244; N_{35-44}=759; N_{45-54}=1117; N_{55-64}=609; N_{65+}=31

8.2.1 Cyberbullying Victimisation: Impact on Wellbeing Among Respondents With Managerial and Non-Managerial Roles

- The proportions of managers and non-managers who reported being negatively affected by cyberbullying were comparable, with an average of 19.9% of managers and 19.6% non-managers reported being "often" affected by cyberbullying. A slightly higher rate of respondents with a non-managerial role (7.8% on average) were likely to "always" feel negative emotions because of being cyberbullied, compared to managers (5.6%).

Table 31. Impact of Cyberbullying Victimisation Across Managers and Non-Managers

Thinking of the cyberbullying experiences you endured at work, did they have a negative impact on your mental health and wellbeing?					
	Never	**Seldom**	**Sometimes**	**Often**	**Always**
I felt sad and in a bad mood					
Managerial role	16.8%	20.3%	41.5%	17.5%	4%
No managerial role	15.4%	21.8%	37.2%	19%	6.5%
I felt tense and nervous					
Managerial role	16.6%	19.9%	34.3%	22.4%	6.7%
No managerial role	16.5%	18.3%	33.5%	21.7%	10%
I felt inactive and with low energy					
Managerial role	28.8%	19.8%	30.9%	17%	3.6%
No managerial role	27.8%	20.6%	28.5%	17.4%	5.7%
I felt tired and unrested when waking up					
Managerial role	23.3%	18.2%	27.5%	22.7%	8.3%
No managerial role	25.2%	18.1%	27.6%	20.3%	8.8%

Note: $N_{managers}$:1008; $N_{non\text{-}managers}$:1823

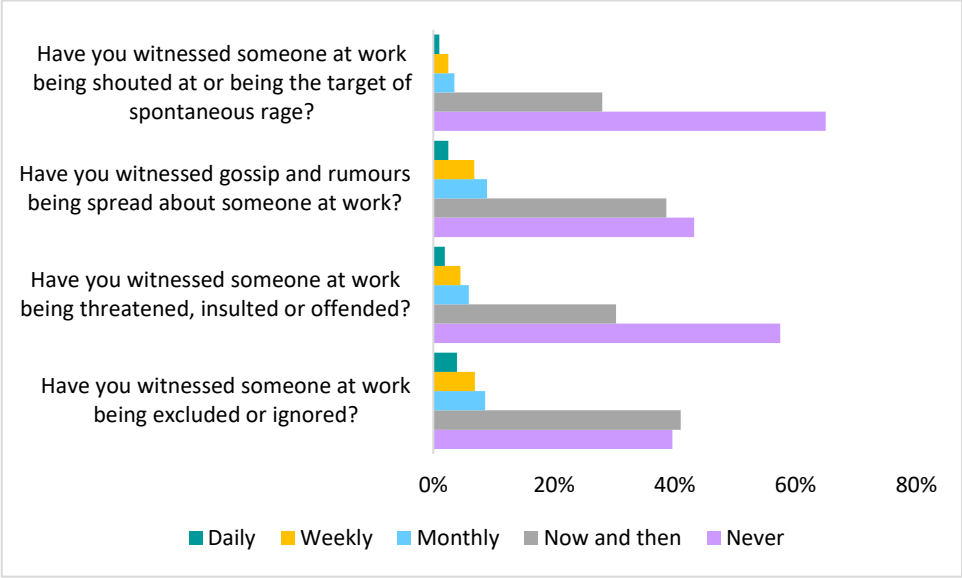
SECTION 3: Bystander Behaviour

9. Bystander Behaviour

Survey respondents were asked if they ever witnessed any negative behaviours at work, in the past three years.

- On average, 34.5% of respondents witnessed negative acts at work at least "now and then". The most common negative act witnessed by employees participating in this survey involved witnessing "*someone being ignored and excluded*", with 41% witnessing this negative act at work "now and then", 8.9% monthly, 6.9% weekly and 3.9% daily.
- Gossip and rumours were witnessed "now and then" by 38.6% of respondents; 8.9% of respondents witnessed this monthly; 6.8% weekly and 2.5% daily. Thirty point-three percent (30.3%) of respondents had witnessed someone at work being threatened, insulted or offended "now and then", 5.9% witnessed this monthly and 4.5% and 1.9% witnessed this behaviour respectively weekly and daily.
- More overt negative acts involving shouting at others were witnessed less frequently; 28% witnessed this "now and then"; 3.5% monthly; 2.5% weekly and 1% daily (Figure 9).

Figure 9. Prevalence of Different Bystander Behaviours



Respondents who witnessed negative acts at work were asked if experiencing this had a negative impact on them in terms of their mental health and wellbeing.

- Three-point-three percent (3.3%) of staff members reported that witnessing negative acts at work did not bother them at all; 12.1% were not bothered much; 31.2% reported that witnessing negative acts at work had a mild impact on them; 36.6% reported that it had a negative impact and 16.8% reported that it had a strong negative impact on them (Figure 10).

Figure 10. Impact of Witnessing Negative Acts at Work on Respondents' Mental Health and Wellbeing

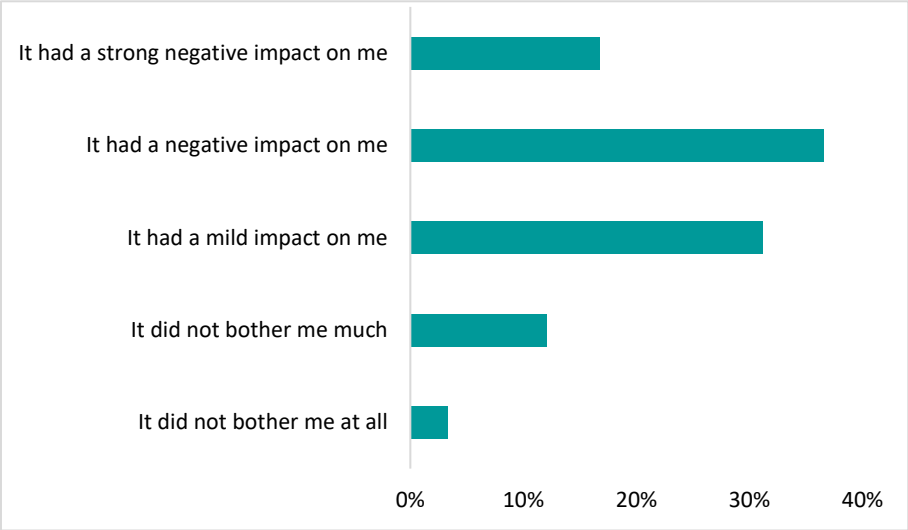
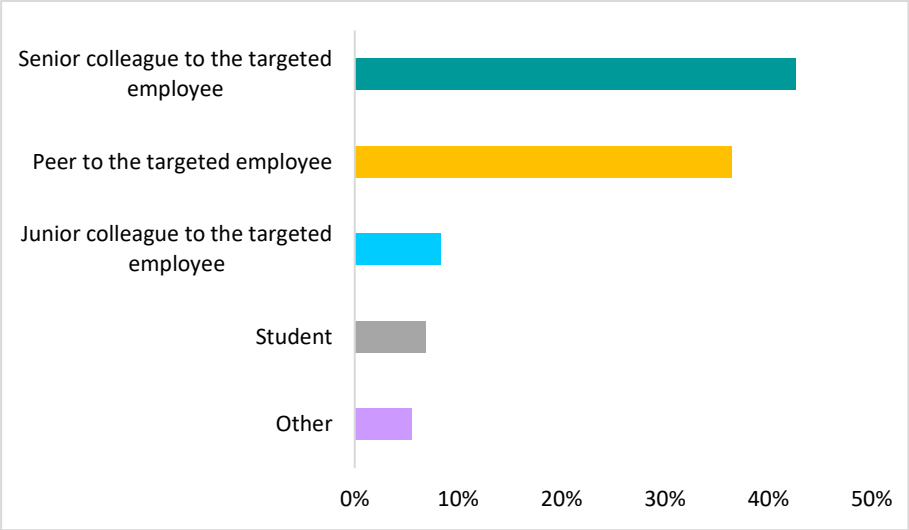


Figure 11. Professional Status of the Perpetrators as Reported by Bystanders of Negative Acts at Work



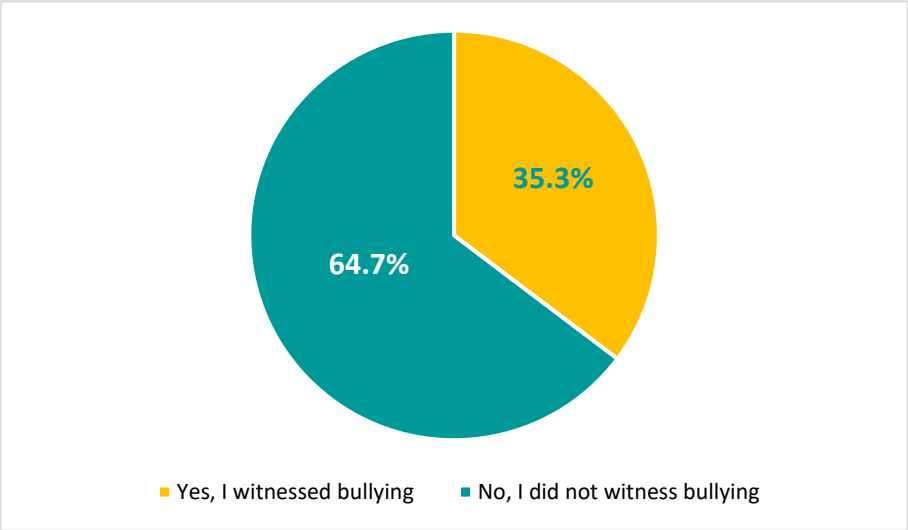
- In terms of the status of the perpetrator of the negative acts witnessed at work, 42.7% of respondents reported that the perpetrator was a senior colleague to the targeted employee; 36.5% identified a peer to the targeted employee as the perpetrator of the negative acts. In 8.3% of cases, the perpetrator was a junior colleague to the targeted employee; in 6.9% of cases it was a student, whereas 5.5% reported that someone else (other) was the perpetrator (Figure 11).

10. Employee Voice and Silence

After reading the bullying definition, respondents were asked to indicate whether they had witnessed workplace bullying in the past three years including any period of remote working.

- Over a third of respondents (35.3%) indicated that they had witnessed bullying, whereas 64.7% indicated that they had not.

Figure 12. Percentages of Respondents Who Witnessed Bullying



- When asked if they had taken any actions to tackle the bullying incidents that they witnessed, 50.5% of respondents who witnessed bullying indicated that they took action while 49.5% indicated that they did not intervene.
- More than half of respondents who took action (63%) strongly agreed that they intervened because they wanted the bullying to end.
- Forty-six-point-two percent (46.2%) of respondents reported that they took action because they felt concerned for the targeted employees.
- Thirty-one-point four percent (31.4%) strongly agreed that they took action because they hoped that their behaviour would be followed by other people in their Department, and one quarter of respondents who took action did so because they were afraid that the bullying could negatively affect the work group (Table 32).

Table 32. Reasons for Taking Action When Witnessing Bullying

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Because I was concerned for the target employee	0.9%	0.7%	4%	48.2%	46.2%
Because I was afraid that the bullying could negatively affect the work group	3.5%	6.6%	21.1%	43.8%	25%
Because I hoped that my actions would encourage others in the Department/School/Unit to do the same	1.4%	3.7%	18%	45.5%	31.4%
Because I wanted the bullying to end	0.5%	0.2%	1.4%	34.9	63%

- Over a third of respondents (39.8%) who did not intervene when witnessing bullying, strongly agreed that they did not take action because they were not confident that they would have found someone to sympathetically listen to them. Another frequent reason for not taking action had to do with the lack of confidence that intervening would have changed the situation (39%).
- Almost a third of respondents who did not take action (32.6%) were afraid they would endure negative consequences for speaking up. Moreover, 32.1% did not want to embarrass others. Another 32.1% strongly agreed that they did not take action because their superiors would have not been open to listen to them and because of being afraid of negative consequences for themselves (32.1%).
- Twenty-nine-point-three percent (29.3%) strongly agreed that they did not take action because they were afraid of becoming vulnerable in the face of peers. Moreover, 23.5% strongly agreed that they did not intervene to avoid getting into troubles, whereas 23.2% did not want to hurt other feelings. Finally, 22.5% strongly agreed that

they did not take action because they did not know how to report the incident (Table 33).

Table 33. Reasons for not Taking Action when Witnessing Bullying

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Because I did not know how to report a bullying incident	17.1%	30.3%	21.9%	8.2%	22.5%
Because I would not have found a sympathetic ear anyway	3.9%	7.8%	15.9%	32.6%	39.8%
Because nothing would have changed anyway	2.9%	2.3%	8.7%	47.1%	39%
Because my superiors are not open to proposals, concerns or the like	4.3%	6.6%	20.1%	36.9%	32.1%
Because of fear of negative consequences	5.5%	5%	10.5%	46.9%	32.1%
Because I did not want to become vulnerable in the face of peers or senior colleagues	8.9%	11.6%	24.1%	27.1%	29.3%
Because I feared there would be disadvantages from speaking up	5.7%	7.7%	12.1%	41.9%	32.6%
Because I did not want to embarrass others	12.7%	20.7%	25.1%	9.4%	32.1%
Because I did not want to hurt others' feelings	13.9%	24.4%	30.8%	7.7%	23.2%
Because I did not want to get into trouble	15.2%	21.6%	28.5%	0%	23.5%

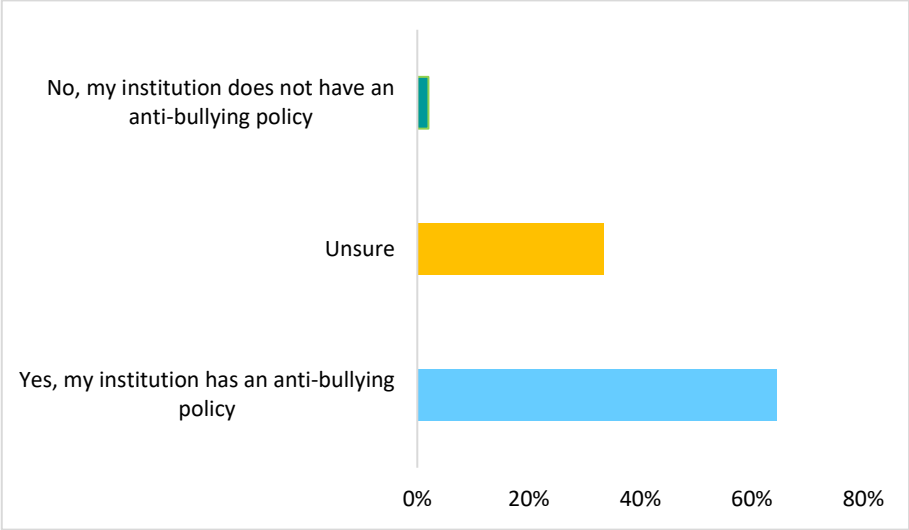
SECTION 4: Anti-bullying Culture and Awareness of Anti-Bullying Policies

11. Anti-Bullying Culture and Policy

Survey respondents were asked if an anti-bullying policy was in place at their HEI.

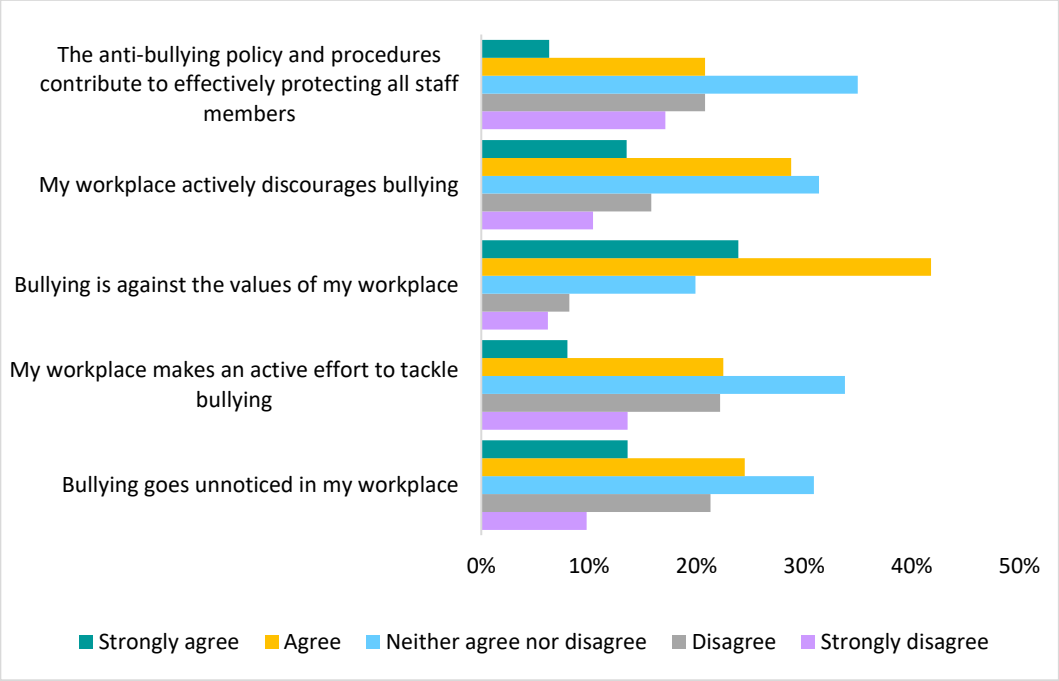
- Sixty-four point five percent (64.5%) of respondents were aware of their institution's anti-bullying policy, whereas 2% reported that their institution did not have an anti-bullying policy, and the remaining 33.5% were unsure (Figure 13).

Figure 13. Respondents' Awareness of Anti-Bullying Policies at Their HEI



- When asked if the anti-bullying policy and procedures contribute to effectively protecting all staff members, 20.8% of respondents agreed with this statement and 6.3% strongly agreed.
- Only 13.5% of respondents agreed with the statement that their workplace actively discourages bullying, and 23.9% agreed that bullying is against the values of their workplace.
- Only 8% of respondents strongly agreed that their workplace makes an active effort to tackle bullying. Over a third of respondents either agreed (24.5%) or strongly agreed (13.6%) that bullying goes unnoticed in their workplace (Figure 14).

Figure 14. Perception of Anti-Bullying Policy and Anti-Bullying Culture



SECTION 5: Team Psychological Safety and Work Demands

12. Team Psychological Safety

Survey respondents were asked if they felt free to express their views and supported by their team, which could be referred to as team psychological safety. It appears that respondents feel some sense of psychological safety in their work team (Table 34).

- Thirty-six-point-five percent (36.5%) of respondents disagreed with the claim "*If I make a mistake in my team, it is often held against me*". Similarly, 47.6% agreed that members of their team can bring up problems and difficult issues.
- Over a third of respondents (34.8%) strongly disagreed with the claim "*People on my team sometimes reject others for being different*", whereas 15.3% agreed with this statement and only 4% agreed. Moreover, 32.4% agreed and 8% strongly agreed that they felt safe to take risks in their team. Fifteen-point-four percent (15.4%) of respondents agreed and 5.6% strongly agreed that they found it difficult to ask for help to other members of their team.

- On a positive note, 29.3% agreed and 19.7% strongly agreed that other team members would not undermine their own efforts. Finally, over one third (36.2%) agreed and 14.4% strongly agreed that their skills and talents were utilised within their team.

Table 34. Team Psychological Safety

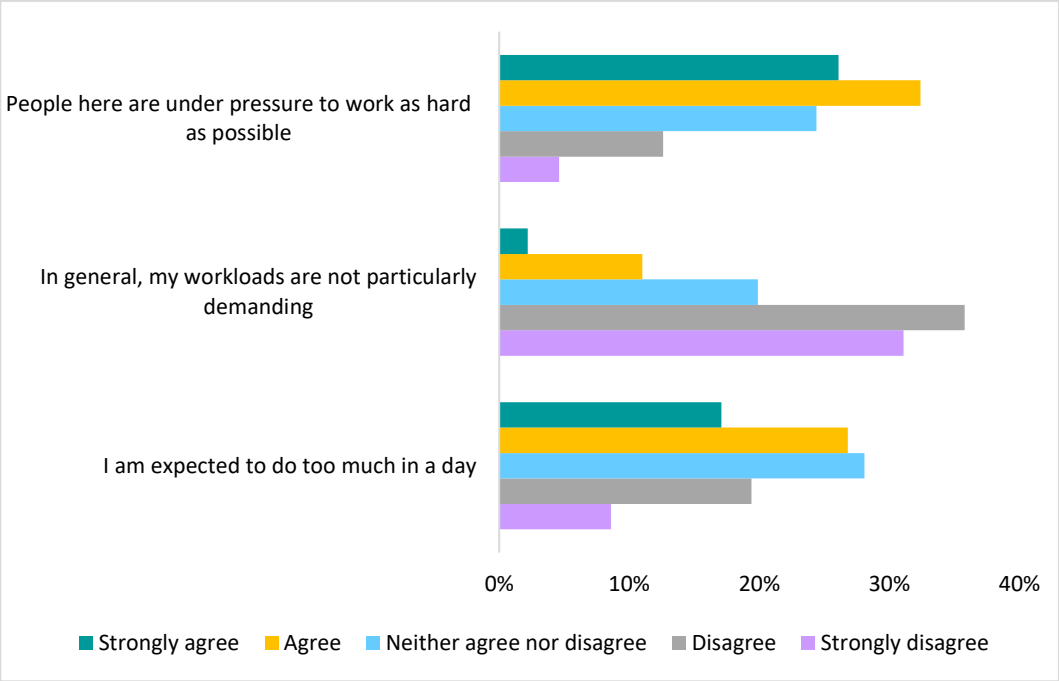
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
If I make a mistake in my team it is often held against me	27.6%	36.5%	19.9%	12.5%	3.5%
Members of my team are able to bring up problems and difficult issues	8.8%	14.5%	15.5%	47.6%	13.6%
People on my team sometimes reject others for being different	34.8%	29.1%	16.8%	15.3%	4%
It is safe to take a risk on my team	8.8%	19.2%	29.9%	34.2%	8%
It is difficult to ask other members of my team for help	25.6%	37.3%	16%	15.4%	5.6%
No one in my team would act in a way that undermines my efforts	10%	21.4%	19.6%	29.3%	19.7%
Working with members of this team, my unique skills and talents are valued and utilised	10.6%	14.9%	23.9%	36.2%	14.4%

13. Pressure to Produce

Survey respondents were asked to indicate the extent to which they felt that their HEI was pressuring them to be productive.

- Twenty-six-point-eight percent (26.8%) and 17.1% of respondents respectively agreed or strongly agreed that they are expected to do too much in a day.
- Over a third of respondents (35.8%) reported that their workloads are demanding.
- In addition, 32.4% of respondents agreed and 26.1% strongly agreed that employees in their HEI are under pressure to work as hard as possible (Figure 15).

Figure 15. Pressure to Produce

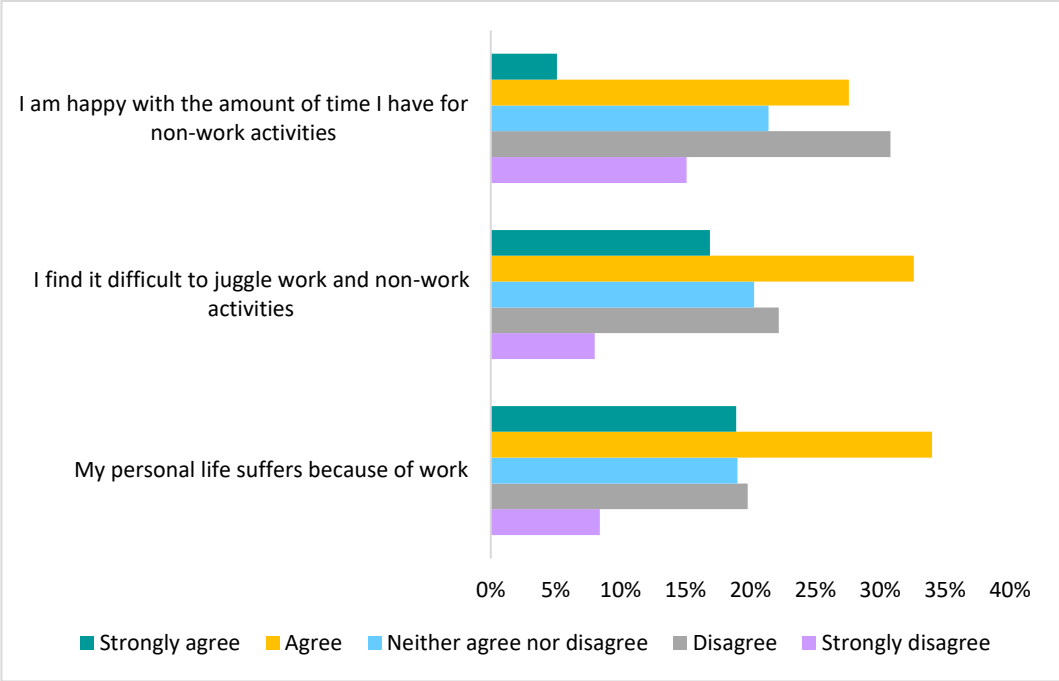


14. Work-life Balance

Survey respondents were asked to indicate the extent to which they perceived their lives to be balanced in terms of being able to juggle work and non-work activities.

- Thirty-four percent (34%) of respondents to this survey reported that their personal life suffers because of work, 32.6% reported that they find it difficult to juggle work and non-work activities. In addition, 30.8% were not happy with the amount of time at their disposal to carry out non-work activities.

Figure 16. Work-life Balance



DISCUSSION OF FINDINGS

The present survey study investigated HEIs employees' experiences of enduring and witnessing bullying at work, along with their awareness of anti-bullying policies and their perception of the anti-bullying culture within their institutions.

Negative Acts at Work, Bullying Victimisation and Cyberbullying Victimisation

Subtle forms of negative acts, such as being withheld important information affecting the target's performance and being ignored and excluded were common forms of bullying across all demographic groups and work-categories. Cyberbullying acts commonly experienced by survey respondents were also subtle and covert (e.g., being sent conflicting information; receiving unreasonable work demand). This is coherent with previous literature showing that workplace bullying has mainly a psychological nature (Einarsen et al., 2010) and that online and offline bullying behaviors could be subtle and difficult to pinpoint (Samnani, 2013). Female employees reported higher levels of cyberbullying victimisation compared to male employees. This finding is coherent with previous research showing that female employees working in HEIs are more likely to be targeted by cyberbullying, which might be related to power imbalances among employees with different gender identities (Cassidy et al., 2014).

Overall, LGBTQ+ respondents were more likely to endure both negative acts at work and cyberbullying compared to heterosexuals. In the past few decades, Ireland has made important steps in relation to the inclusion of people who identify themselves as LGBTQ+. For instance, Ireland became the first country to legalise same-sex marriage on a national level by popular vote, setting a milestone in terms of shifting from conservative to liberal attitudes. Despite the progress made in terms of LGBTIQ+ rights, yet, within the Irish society, homophobic attitudes persist, with research showing that 1 in 4 employees are harassed at work due to their sexual orientation or gender identity (GLEN, 2015). This, in turn, could explain the workplace bullying endured by LGBTQ+ and gender diverse people. Taken together, these findings suggest that LGBTQ+ employees are vulnerable to different types of negative experiences at work and that more needs to be done to promote diversity and inclusion in the workplace.

Findings also showed that respondents who identified themselves with an ethnic minority group were more likely to experience both negative acts at work and cyberbullying compared

to Irish respondents and to those with any other White background. These findings resonate with a recent report published by the Economic and Social Research Institute, ESRI (McGinnity et al., 2021), showing that 20% of ethnic minority workers reported being discriminated in the workplace, almost three times the average range of workplace discrimination across various business sectors (7% among employees with a White background; McGinnity et al., 2021).

Interestingly, respondents who did not disclose some of their demographic information (gender, sexual orientation, ethnicity) reported higher levels of enduring negative acts at work and cyberbullying compared to those who disclosed their demographic information. These findings could indicate that employees who are bullied at work are afraid of reporting their negative experiences, even when data are collected anonymously. This could be due to a number of factors, including fear of losing their job and fear that disclosing their experiences could cause bullying to escalate (Carter et al., 2013; Hutchinson & Jackson, 2014). However, only a small proportion of respondents did not disclose their demographic information, indicating that these findings are far from being generalisable.

In terms of age differences, respondents aged 45-54 reported higher levels of enduring the nine negative acts compared to younger respondents aged 18-24 and 25-34. However, these latter groups were less numerous compared to the 45-54 age group, suggesting that comparisons among groups should be interpreted cautiously. Respondents aged 35-44 and 45-54 reported higher rates of cyberbullying victimisation compared to both younger and older employees. These findings could be relatively surprising as one may expect younger respondents to spend more time online. However, this survey study assessed work-orientated cyberbullying behaviours, which could be more common among older respondents, whereas younger respondents could be subjected to person-orientated cyberbullying acts (e.g., on social media), which were not assessed in this survey study. However, these speculations warrant further investigation.

Respondents with a disability were more likely to endure negative acts at work and cyberbullying compared to those with no disabilities. These findings are coherent with recent report findings showing that employees with a disability endure high levels of workplace discrimination (McGinnity et al., 2021), which calls for evidence-based programmes aimed to specifically tackle disablist bullying.

Overall, managers were more likely to experience both negative acts at work and cyberbullying compared to those who did not cover a managerial role. These findings resonate with a recent study conducted with a school personnel sample in Irish primary and post-primary schools, which found that members of senior management teams experienced higher levels of victimisation compared to teachers (Mazzone et al., 2022). The authors of the study suggested that the imbalance of power between the perpetrator and the target might be psychological rather than based on actual hierarchies within organisations (Diefenbach & Sillince, 2011). Hence, even those who sit at the top of the organisational hierarchy could be bullied by either someone of equal status or by a subordinate with more social capital (Baillien et al., 2009).

The rates of negative acts at work were comparable across respondents working in different work areas; however, academics in the field of Social Sciences and Business and Law (AHSS-BL) and those who did not disclose their work area reported higher levels of negative acts compared to employees in the Professional/Technical area. Academics in the AHSS-BL field were more likely to be cyberbullied compared to those in the STEM-MH area and to respondents employed in the Professional/Technical area. As shown in previous research, the higher education context is characterised by critiques, debates and intellectual analysis (Yamada, 2008), which could be maliciously undertaken to undermine the professional standing, authority and competence of other fellow academics within the higher academic culture, thus resulting in acts of bullying (Keashly & Neuman, 2010). Moreover, as higher education institutions increasingly compete for funding, academic staff find themselves under pressure, which can contribute to a growing incidence of bullying (Hodgins & Mannix-McNamara, 2021). However, it is likely that some contextual variables not assessed in this study contributed to these significant differences. For instance, a number of factors including, the neoliberal management style within Irish HEIs, the culture of academia (i.e. temporary contracts, heavy reliance on grants), the pressure on employees to meet targets and to publish research papers, while competing for promotions could increase the risk for workplace bullying (Hodgins & Mannix-McNamara, 2021; Keashly, 2021).

Self-labelled Bullying

After being prompted to read the bullying definition, over a third of respondents (33.5%) reported having being bullied in the past three years. These figures are relatively higher

compared to previous research (Nielsen, et al., 2009). In fact, higher rates of bullying are found when survey instruments do not include a bullying definition, compared to measures providing a bullying definition. This could be related to survey respondents avoiding self-labelling themselves as victims of bullying (Nielsen et al., 2009). Thus, it is surprising that the rates of bullied respondents are higher compared to previous studies. However, this survey study adopted a different criterion of exposure to bullying in terms of duration (past three years), compared to previous research (past six months). Thus, the higher rates of bullying found in this study could be related to the wider timeframe adopted. Most respondents (70.6%) reported that bullying was severe in terms of duration, in that it took place over the course of several months. A lower rate of respondents reported that they endured bullying for a short time (a week or two: 10.7%; just one day: 11.3%), which could indicate that these respondents were subjected to negative behaviours at work lacking the systematic and repeated nature of bullying. These findings resonate with the results yielded in terms of the duration of negative acts at work. Indeed, whereas a low rate of respondents indicated that they endured negative acts at work "weekly" (work-orientated: 5%; person-orientated: 3.5%) and "daily" (work-orientated: 2%; person-orientated: 2.2%), about a third of respondents indicated that they were bullied "now and then". Although bullying is by definition a repeated and systematic behaviour (Baillien, et al., 2017), these occasional negative acts could be an expression of uncivil behaviour in the workplace. Incivility encompasses low-intensity conduct lacking a clear intent to harm, but that violates social norms and injuries the target individuals (Cortina, 2008). Finally, high proportions of respondents who did not disclose their demographic information or who belonged to minority groups reported that they endured bullying at work in the past three years, which could be related to the reluctance to report bullying as mentioned above.

Professional Status of the Perpetrator

In terms of the professional status of the perpetrator, a consistent proportion of respondents (45.7%) who endured negative acts at work identified a senior colleague as the perpetrator of bullying. Similarly, most people who were cyberbullied identified a senior colleague (43.7%) as the perpetrator of cyberbullying. These findings resonate with the empirical evidence that workplace bullying is an expression of power abuse and that, as such, it is mainly perpetrated by superiors (De Cieri et al., 2019; Einarsen et al., 2009). This is also confirmed by the finding

that a low number of respondents identified either a junior colleague or a student as the perpetrators of negative acts at work and of cyberbullying. However, almost a third of respondents (31.8%) identified a peer as the perpetrator of negative acts at work and 29.8% indicated that a peer was the perpetrator of cyberbullying. These findings might be ascribed to the informal nature of power, which could be based on interpersonal relationships (e.g., social capital), competence and experience (Branch et al., 2013).

After being prompted to read the bullying definition, over half of respondents (55%) indicated that they had been bullied by either a senior colleague or by a peer (24.6%). A higher proportion of female respondents and of those who did not disclose their gender endured bullying at work compared to male respondents. Also, a higher proportion of LGBTQ+ and of those who did not disclose their sexual orientation endured bullying compared to heterosexuals. These findings resonate with the results yielded for negative acts at work and for cyberbullying. Again, a higher rate of respondents with a disability reported having endured bullying at work compared to respondents with no disabilities, whereas no significant differences were found for managers and non-managers. A higher proportion of Academics in both AHSS-BL and STEM-MH area and those who did not disclose their work area were likely to be bullied compared to the other work areas.

Impact on Mental Health and Wellbeing

A consistent proportion of respondents enduring negative acts at work reported negative emotions and a poor general wellbeing. A higher rate of female respondents and employees belonging to different minority groups reported being either “often” or “always” in a negative mood as a result of enduring negative acts at work and cyberbullying. These findings could be in relation with the barriers to accessing psychological services (Cronin et al., 2021) experienced by minority groups, which could worsen the impact of bullying.

Bystander Behaviour

In terms of bystander behaviour, about one third of respondents (34.5%) witnessed negative acts at work “now and then”, with 36.6% of the bystanders reporting that witnessing negative acts at work had a negative impact on them and 16.8% reporting that it had a strong negative impact on their mental health and wellbeing. These finding resonate with previous research showing that over 40% of staff in higher education institutions witnessed bullying at work and that witnessing bullying has a detrimental effect on their mental and physical health (Thomas,

2005). Coherently with what has been found for employees who were victimised, bystanders reported that in most cases the perpetrators of bullying were either senior colleagues (42.7%) or peers to the targeted employee (36.5%).

After being prompted to read the bullying definition, over a third of respondents (35.5%) reported having witnessed bullying in the past three years, and half of them (50.5%) reported that they took action. Most respondents who took action (63%) did so because they wanted the bullying to end. Another common reason for intervening involved feelings of concern for the targeted employee, suggesting that some bystanders show feelings of empathy for those who are targeted by bullying (Mazzone et al., 2022). A consistent proportion of respondents (49.5%) did not take action when witnessing bullying. Over a third of them (39.8%) did not take action because they were not confident that their intervention would have changed the situation. Coherently with previous research, employees did not speak-up because of fear of retaliation or repercussion and because they felt it would be futile to speak their point (Knoll et al., 2021; Morrison, 2014).

Anti-Bullying Culture and Policies

On a positive note, most respondents (64.5%) were aware of their institution's anti-bullying policy, whereas a third of respondents (33.5%) were unsure as to whether an anti-bullying policy had been put into place at their institution and only 2% reported that their institution did not have an anti-bullying policy. Overall, over 20% of respondents either agreed (20.8%) or strongly agreed (6.3%) that the anti-bullying policy and procedures contributed to effectively protecting the staff members.

Team Psychological Safety

Overall, respondents reported feeling safe in their team. For example, almost half of respondents (47.6%) felt that they could bring up problems and difficult issues to their team and over a third of respondents (36.5%) felt that they would not be blamed by other team members for their mistakes. Also, over a third of respondents (34.8%) disagreed with the claim that people on their team would be rejected for being "different". Nevertheless, as shown above, people belonging to minority groups reported enduring both bullying and cyberbullying experiences. Thus, respondents in the overall sample may not have the perception that their colleagues with a disability or those belonging to sexual minorities and/or ethnic minorities endure bullying at work. One possible explanation for this finding is

that some bullying acts could either be trivialised and normalised within workplaces or that people belonging to minority groups are not rejected openly; i.e., bullying could take covert forms (LaVan & Martin, 2008).

Pressure to Produce and Work-life Balance

Overall, a consistent proportion of respondents (between 26% and 35%) felt that they had a heavy workload and that their work-life balance suffered because of work. As suggested in previous research, heavy workloads can be tolerated and even necessary in extractive late capitalism, where working long hours and going above and beyond in pursuit excellence is the norm (Hodgins & Mannix-McNamara, 2021). These organisational practices can even sustain bullying acts on a structural level (Hodgins & Mannix-McNamara, 2021).

RECOMMENDATIONS

The findings of this survey study are important for policymakers at the national and organisational level as they assist in focussing towards potential strategies to prevent workplace bullying among HEIs employees. Some of the key recommendations following from this survey study include:

- Awareness, Education and Training.
- Implementing evidence-based programmes.
- Supporting targets of bullying and bystanders.
- Developing anti-bullying policies in consultation with employees.
- Ongoing research to further investigate and monitor the prevalence of workplace bullying in HEIs.

Awareness, Education and Training

Raising awareness around online and offline bullying, while promoting and reinforcing a positive workplace culture are paramount to successfully tackling bullying. Online professional learning resources with a focus on recognising, responding, and preventing bullying in the workplace should be integrated within HEIs learning and development curricula. Importantly, training programmes should be aimed at raising awareness around safe and effective strategies to report bullying from a bystander perspective. Moreover, anti-

bullying training should include a diversity and equality component aimed to promote an inclusive organisational culture.

Supporting Targets of Bullying and Bystanders

Although a proactive approach involving awareness raising and prevention should be the preferred option, counselling services (e.g., Employee Assistance Programme) could be beneficial in terms of supporting bullied employees. Trauma-informed models of care have been suggested to be effective psychotherapy approaches to be adopted with employees who suffer from the negative mental health outcomes of bullying (Duffy & Brown, 2018). Based on the data presented in this report, bystanders can experience adverse mental health outcomes. Thus, psychological support services, should be available for both targets and bystanders.

Evidence-Based Programmes

Anti-bullying intervention programmes should draw on the actual experiences of employees in HEIs, while engaging employees in the creation and implementation of anti-bullying programmes. In other words, employees should not be seen as passive recipient of predefined intervention programmes, but as active agents of change. This approach enhances employees' sense of agency and ownership, which in turn increases the chances for intervention programmes to be successful (Osatuke et al., 2009). Based on these considerations, it is recommended for anti-bullying experts to collaborate with employees towards the implementation of anti-bullying programmes reflecting the needs of staff in HEIs. Moreover, the findings of this survey study support the notion that workplace bullying should be seen as a phenomenon involving further individuals beyond the bullied employee and the perpetrator (Paull et al., 2020). Thus, a whole-organisational approach targeting all employees within HEIs should be adopted when tackling bullying in the workplace.

Anti-Bullying Policies

As shown above, survey respondents were not very confident that reporting the bullying incidents that they had witnessed would be effective, neither they showed much trust in anti-bullying policies. Previous research has shown that bullied employees often receive a poor

response from their institution and that HEIs are often unwilling to accept the existence of bullying in the workplace (Fahie, 2020). Moreover, if the presence of bullying is acknowledged, managers or Human Resources frequently dismiss cases (Hodgins & Mannix-McNamara, 2019). Alternatively, bullying could be supported either implicitly or explicitly in an effort to increase productivity and work output (Fahie, 2020). Based on previous research and on the findings of this survey study, it is paramount to increase HEIs' staff trust that the institution will handle bullying effectively. Safe complaint systems should be put into place for bystanders to report bullying without them fearing negative consequences to their self-image, status or career progression. One of the viable strategies to promote employee trust in anti-bullying policies lies in the engagement of HEIs' staff in developing anti-bullying policies through open consultation (that is, taking into consideration staff's inputs and views in relation to anti-bullying policies).

Ongoing Research to Further Investigate Workplace Bullying in HEIs

Regular survey studies with data collected annually are recommended to help monitoring the phenomenon of workplace bullying within HEIs. Moreover, survey studies should be combined with focus groups and interviews, which could offer a deeper understanding of the lived experiences of staff members in HEIs.

LIMITATIONS AND FUTURE DIRECTIONS

Findings of this study are based on a large sample, yet only 11.5% of employees working in the HEIs invited to participate in this study completed the survey. With a few exceptions, the effect size estimates were in the small to moderate range (see Appendix). Therefore, caution should be exercised when generalising the findings of this survey study. Finally, this report is limited by the cross-sectional design of the study, which calls for longitudinal studies to further explore the issues investigated in this survey study.

APPENDIX

Methods

Survey Development

The items included in the survey were taken from previous validated questionnaires, which have been widely adopted in the field of Organisational Psychology and workplace bullying research studies. The questions inquiring about respondents' demographics were taken from a previous sexual harassment survey commissioned by the Department of Further and Higher Education, Research, Innovation and Science (MacNeela et al., 2022), whereas those inquiring about respondents' professional status, work arrangements, impact of bullying and cyberbullying on mental health and wellbeing, reasons for not taking action when witnessing bullying, anti-bullying culture, and knowledge and implementation of anti-bullying policies were created for the purposes of this survey.

How Did Staff Take Part in the Survey?

The research team in DCU Anti-Bullying Centre (ABC) emailed their contact points in each HEI, asking them to circulate the survey link to all employees. Two reminders were sent after the initial invitation to fill out the survey. The survey went live on November 22nd 2021 and remained open until December 23rd 2021.

Ethical Considerations

DCU Research Ethics Committee (REC) granted approval for this research study (DCUREC/2018/152). Survey respondents were presented with a plain language statement explaining the goals of the project, and were asked to fill out a written informed consent prior to completing the survey. After completion, respondents were provided with the contact numbers, website link and Freephone of relevant support services, which they were advised to consult if they needed help in relation to their bullying experiences.

Survey Instruments

Section 1: Demographics

Demographic Information: The demographic information assessed in this survey study included: a) Biological sex, b) Gender identity, c) Correspondence between sex assigned at birth and gender identity, d) Age group, e) Ethnicity, f) Sexual orientation, g) Functional diversity (disability), h) Pay grade, i) The length of time respondents had been employed with their HEI, and l) the HEI they were currently working for.

Professional Status: The survey inquired about respondents' main area of work or disciplinary area, their contract type and the number of years they had been in their current role. A question assessing respondents' managerial versus non-managerial role was also included in the survey.

Work Arrangements: Respondents were asked to indicate their work arrangements (remote versus in-person work) at the time of the survey and during the coronavirus disease-19 (COVID-19) pandemic lockdowns respectively. More in detail, respondents were asked: a) whether they worked primarily with colleagues and students online, offline, blended; b) with how many colleagues and students they engaged with on a daily basis or if they did not engage with colleagues and students in their work.

Section 2: Negative Acts at Work, Bullying and Cyberbullying

Negative Acts at Work: The Short Negative Acts Questionnaire-Revised (SNAQ-R; Notelaers, et al., 2019) was administered to collect information about respondents' experiences of negative acts in the workplace. The SNAQ-R includes 3 items assessing work-orientated negative acts, which involve behaviours targeting someone's professional status, such as professional discredit and denigration (Park et al., 2017; e.g., *"Someone withholding information which affects your performance"*) and 6 items assessing person-orientated negative acts, which involve targeting someone's personal standing through covert (social

exclusion; spreading gossips and rumours; e.g., *Being ignored or excluded*) and overt behaviours (being insulted; e.g., *"Having insulting or offensive remarks made about your person, attitudes or your private life").* Response options ranged from *never* (1) to *daily* (5).

Impact of Enduring Negative Acts at Work: The above questions were followed-up by four items inquiring about the impact of the negative acts on employees' wellbeing (WHO-5 Wellbeing index; Topp et al., 2015). Respondents indicated on a five-point Likert scale ranging from *never* (1) to *always* (5), the frequency to which they felt: a) Sad and in a bad mood; b) Tense and nervous; c) Inactive and with low energy; d) Tired and unrested when waking up.

Self-labelled Bullying: After being prompted with a bullying definition (HSA, 2021), respondents were asked to indicate if they endured any workplace bullying experiences (Einarsen et al., 1999) in the past three years, (response options: Yes/No). Employees who indicated that they were bullied in the past three years were asked to indicate how often the bullying happened (response options ranged from *now and then* to *daily*) and how long it lasted (response options ranged from *just one day* to *several months*). Finally, they were also asked to indicate the professional status of the perpetrator (senior colleague, peer, junior colleague, student, other).

Cyberbullying: The Workplace Cyberbullying Measure (WCM), (Farley et al., 2016) consisting of 11 items was used to assess the degree of employees' exposure to cyberbullying in the workplace in the past three years. Response options ranged from *never* (1) to *daily* (5).

Impact of Cyberbullying: The cyberbullying items were followed by four items inquiring about the impact of cyberbullying on respondents' mental health and wellbeing. The four items were the same as those inquiring about the impact of enduring negative acts at work (see above). Respondents indicated the frequency to which they were exposed to the 11 cyberbullying behaviours in the past three years, including any periods of remote working (response options ranged from *never* = 1 to *daily* = 5).

Section 3: Bystander Behaviour

Bystander Behaviour: Respondents' experiences of witnessing negative acts at work were assessed through four items adjusted from the SNAQ-R (Notelaers et al., 2019). Response options ranged from *never* (1) to *daily* (2). Respondents were also presented with a follow-up question inquiring about the perpetrator's professional status (whether the perpetrator was a superior, a colleague, or a subordinate to the targeted employee).

Impact of Witnessing Bullying: One item inquired about the impact that witnessing the negative acts at work had on respondents' mental health and wellbeing. Response options ranged from *it did not bother me at all* (1) to *it had a strong negative impact on me* (5).

Employee Voice and Silence: Based on the HSA bullying definition presented above, respondents were asked whether they had witnessed workplace bullying in their institution in the last three years (response options: Yes/No). Survey respondents were also inquired about the reasons for taking action (Knoll et al., 2014), versus not taking action when witnessing bullying. Respondents were asked to indicate their degree of agreement with each item on a Likert-scale ranging from *strongly disagree (1)* to *strongly agree* (5).

Section 4: Anti-Bullying Culture and Awareness of Anti-Bullying Policies

Anti-Bullying Culture: Respondents' perception of their HEI being able to effectively tackling bullying was assessed through four items specifically developed for the purposes of this study. Respondents were asked to indicate their degree of agreement with each item on a Likert-scale ranging from *strongly disagree* (1) to *strongly agree* (5).

Knowledge and Implementation of Anti-Bullying Policies: Two items were specifically created for this survey to assess the knowledge and implementation of anti-bullying policies in respondents' respective HEIs. Firstly, respondents were inquired about their HEIs having implemented an anti-bullying policy (response option: Yes/No/Unsure). A follow-up question was presented to respondents who indicated that their HEI had an anti-bullying policy in place

("*My workplace actively discourages bullying*"). Response option for the follow-up question ranged from *strongly disagree* (1) to *strongly agree* (5).

Section 5: Team Psychological Safety and Work Demands

Team Psychological Safety: Seven items were used to assess respondents' sense of confidence in relation to their team members being supportive and trusting of each other. (Edmonson, 1999). Response options ranged from *strongly disagree* (1) to *strongly agree* (5).

Pressure to Produce: Three items from the Organisational Climate Measure (OCM; Patterson et al., 2005) were used to assess pressure to produce, which can be defined as the organisational demands to attaint operational goals for the purpose of increasing organisational profits and/or efficiency (Patterson et al., 2005). Response options ranged from *strongly disagree* (1) to *strongly agree* (5).

Work-life Balance: Respondents were asked to indicate their degree of agreement with three items inquiring about their work-life balance, namely the extent to which they were able to find a balance between their personal and work life (Hayman, 2005). Response options ranged from *strongly disagree (1)* to *strongly agree* (5).

Data Analysis

Analyses were performed using IBM SPSS Statistics software version 27. Frequencies and/or percentages were calculated for all study variables. Scores for the SNAQ-R and for the cyberbullying questionnaire were computed by averaging respondents' responses across all respective items (α=.86 for the SNAQ-R and α=.92 for the cyberbullying questionnaire). Due to the negative acts and the cyberbullying variables being not normally distributed, standardised z-scores were used to perform all inferential statistical tests (independent samples t-tests, ANOVAs and Chi-square analyses – see below).

A series of univariate analyses of variance (one-way ANOVAs) with Tukey post-hoc tests were performed to test whether the mean scores on the nine negative acts differed across

respondents with different backgrounds in terms of: a) gender identity; b) sexual orientation; c) ethnic identity; d) age; e) work area; f) with and without a disability and g) with and without a managerial role. Hedges' g was used as an effect size estimate (Lakens, 2013). Chi-square analyses were performed to determine any significant differences in the proportion of respondents - in the aforementioned groups - who indicated that they were bullied at work after being prompted to read the bullying definition. Due to the Chi-square test being sensitive to large sample size, the Cramer's V coefficient was used to detect the strength of the associations between the variables (Lin et al., 2013). The values for this test range from 0 to 1, with larger values indicating stronger associations between the variables (see below). A series of independent samples t-test were performed to test for any significant differences in terms of enduring negative acts at work, and cyberbullying respectively between managers and respondents with no managerial duties and between respondents with a disability and with no disability. A series of univariate analyses of variance (one-way ANOVAs) were performed to test for any significant differences among the aforementioned groups in terms of enduring cyberbullying at work. Findings for all inferential statistics are presented below.

Inferential Statistics: Negative Acts at Work

Negative Acts at Work across Different Gender Identities

A one-way ANOVA was performed to test whether the mean scores on the nine negative acts differed among respondents with different gender identities. Findings showed a statistically significant difference in terms of the negative acts at work endured by respondents with distinct gender identities ($F(3, 3454) = [12,498]$, $p<.001$). Tukey's test for multiple comparisons showed that, those who did not disclose their gender identity were more likely to endure negative acts at work compared to both females ($p<.001$, 95% C.I. = [.39, .97]; Hedges' g=.65) and males ($p<.001$, 95% C.I. = [.38, .98]; Hedges' g=.64).

Negative Acts at Work across Different Sexual Orientations

A one-way ANOVA was performed to test whether the mean scores on the nine negative acts differed among respondents with different sexual orientations. Findings showed that there was a statistically significant difference in terms of enduring the nine negative acts among

respondents with distinct sexual orientations (F(2, 3455) = [22,767], p<.001). Tukey's test for multiple comparisons showed that LGBTQ+ respondents experienced higher levels of negative acts at work compared to heterosexuals (p<.05, 95% C.I. = [.00, .27]; Hedges' g=.16). Respondents who did not disclose their sexual orientation experienced higher levels of negative acts at work compared to both heterosexuals (p<.001, 95% C.I. = [.29, .62]; Hedges' g=.49) and to LGBTQ+ respondents (p<.001, 95% C.I. = [.11, .52]; Hedges' g=.27).

Negative Acts at Work across Different Ethnic Identities

A one-way ANOVA was performed to test whether the mean scores on the nine negative acts differed among respondents with different ethnic backgrounds. Findings showed that there was a statistically significant difference in terms of enduring the nine negative acts between respondents with an Irish background, those with a White ethnic background and ethnic minorities and those who did not disclose their ethnicity (F(3, 3454) = [21,397], p<.001). More in detail, Tukey's test for multiple comparisons showed that ethnic minorities experienced higher levels of negative acts at work compared to both Irish respondents (p=.002, 95% C.I. = [.10, .63]; Hedges' g=.33) and respondents with "any other White background" (p<.001, 95% C.I. = [.13, .70]; Hedges' g=.45). Also, those who did not disclose their ethnicity experienced higher levels of enduring negative acts at work compared to Irish respondents (p<.001, 95% C.I. = [.57, 1.23]; Hedges' g=.17), to respondents with "any other White background" (p<.001, 95% C.I. = [.60, 1.29]; Hedges' g=.93) and to ethnic minorities (p=.005, 95% C.I. = [.12, .95]; Hedges' g=.45).

Negative Acts at Work: Age Differences

A one-way ANOVA was performed to test whether the mean scores on the nine negative acts differed among respondents of different age groups. A statistically significant difference in terms of enduring the nine negative acts was found between respondents belonging to distinct age groups (F(6, 3451)=15,571, p<.001). Tukey's test for multiple comparisons revealed that respondents aged 45-54 reported higher mean levels of the nine negative acts compared to both respondents aged 18-24 (p<.05, 95% C.I. = [.01, 1.07]; Hedges' g=.50) and to those aged 25-34 (p<.05, 95% C.I. = [.02, .38]; Hedges' g=.17).

Negative Acts at Work: Differences Across Different Work Areas

A one-way ANOVA was performed to test whether the mean scores on the nine negative acts differed among different work categories. A statistically significant difference was found between respondents working in distinct work areas ($F(4, 3453)=3611$, $p<.01$). Tukey's test for multiple comparisons revealed that respondents in the AHSS-BL reported higher levels of negative acts at work compared to respondents in the Professional/Technical area ($p<.05$, 95% C.I. = [.00, .22]; Hedges' g=.17). Respondents who did not disclose their work area reported higher levels of negative acts at work compared to those in the Professional/Technical area ($p<.05$, 95% C.I. = [.00, .41]; Hedges' g=.32).

Negative Acts at Work: Differences between Respondents With a Disability and Without a Disability

An independent sample t-test was performed to test for any significant differences in terms of bullying victimisation (nine negative acts) between respondents who disclosed that they had a disability and those with no disabilities. Findings showed that respondents with a disability (M=.44; sd= 1.19) reported significantly higher levels of negative acts at work, compared to respondents with no disabilities [(M=-.06; sd=.96); $t(175.052) = 5.27$, $p<.001$; Hedges' g=.65].

Negative Acts at Work: Differences between Respondents With a Managerial role and With no Managerial Role

An independent sample t-test was performed to test for any significant differences in terms of negative acts between respondents who covered a managerial role and those who did not cover a managerial role. Findings showed that respondents covering a managerial role (M=.07; sd= 1) reported significantly higher levels of negative acts at work, compared to respondents who did not cover a managerial role ([M=-.04; sd=1), $t(3456) =3.04$, $p<.01$; Hedges' g=.12],

Self-Labelled Bullying: Chi-square Tests

Self-labelled Bullying: Gender Differences

A Pearson Chi-Square Test was performed to assess the association between bullying victimisation experiences and gender. Findings showed a significant association between gender and bullying victimisation, indicating that the proportion of respondents in each group differed significantly from each other ($x^2(3) = 15.507$, $p<.01$; Cramer's V=.07). The standardised residuals (z= 2.5) were significant for respondents who did not disclose their gender. Thus, the proportion of bullied respondents who did not disclose their gender (50%) was significantly higher compared to the proportion of female, male and non-binary respondents who were bullied at work (see relevant section for more details on prevalence of bullying victimisation in each group). These findings should, however, be interpreted cautiously due to the small sub-samples including respondents who did not disclose their gender (N=74).

Self-labelled Bullying: Sexual Orientation

A Pearson Chi-Square test was performed to assess the association between bullying victimisation experiences and sexual orientations. Findings showed evidence of a significant association between sexual orientation and bullying victimisation ($x^2(2) = 16.488$, $p<.001$; Cramer's V=.07). The standardised residuals (z=3.2) were significant for respondents who did not disclose their sexual orientation (46.7%), indicating that the proportion of bullied respondents who did not disclose their sexual orientation was significantly higher compared to the proportion of bullied respondents who identified as either heterosexuals or LGBTQ+ (see relevant section for more details on prevalence of bullying victimisation in each group).

Self-labelled Bullying: Ethnic Identity

A Pearson Chi-Square Test was performed to assess the association between bullying victimisation experiences and ethnic identity. Findings showed a significant association between ethnic identity and bullying victimisation ($x^2(3) = 14.950$, $p<.001$; Cramer's V=.07).

The standardised residuals (z=2.4) were significant for respondents who did not disclose their ethnic identity. More in detail, a significantly higher proportion of respondents who did not disclose their ethnic identity (51.8%) reported having being bullied at work in the past three years compared to respondents who disclosed their ethnicity (see relevant section for more details on prevalence of bullying victimisation in each group).

Self-labelled Bullying: Age Differences

A Pearson Chi-Square Test was performed to assess the association between bullying victimisation experiences and age. Findings showed evidence of a significant association between age and bullying victimisation ($x^2(6) = 46.778$, $p<.001$; Cramer's V=.12). The standardised residuals were significant for respondents aged 45-54 (z=2). These findings indicate that a significantly higher proportion of respondents in the 45-54 (36.8%) age groups were bullied compared to respondents in the other age groups (see relevant section for more details on prevalence of bullying victimisation in each group). These findings should, however, be interpreted cautiously due to the low number of respondents in some of the age groups ($N_{18\text{-}24}$ =26; N_{65+}=47).

Self-labelled Bullying: Differences Between Respondents With a Disability and Respondents With no Disability

A Pearson Chi-Square Test was performed to assess the association between bullying victimisation experiences and disability. Findings showed a significant association between having a disability and bullying victimisation ($x^2(2) = 23.627$, $p<.001$; Cramer's V=.08). The standardised residuals were significant for respondents with a disability (z=3.2), indicating that a higher proportion of respondents with a disability (48.1%) were bullied at work in the past three years, compared to respondents with no disability (31.9%). However, the subsample of bullied respondents presenting a disability comprised only of 75 respondents, suggesting that these findings are far from being generalisable.

Self-labelled Bullying: Differences Between Respondents With Managerial and Non-Managerial Roles

A Pearson Chi-Square Test was performed to assess the association between bullying victimisation experiences and managerial status. Findings showed no significant differences in terms of the proportions of respondents covering a managerial role and those with no managerial role who endured bullying victimisation experiences at work.

Self-labelled Bullying: Differences Across Different Work Areas

A Pearson Chi-Square Test was performed to assess the association between bullying victimisation experiences and work area. Findings showed a significant association between working in specific job areas and enduring bullying at work ($x^2(4) = 10.486$, $p<.05$; Cramer's V=.06). A higher proportion of respondents who did not disclose their work area or whose work are was not listed in the survey (38.8%) were bullied at work, compared to respondents in the other work areas. However, the standardised residuals were non-significant.

Cyberbullying Victimisation

Cyberbullying Victimisation: Gender Differences

A one-way ANOVA was performed to test whether the cyberbullying victimisation scores differed between respondents with different gender identities. Findings showed that there was a statistically significant difference in terms of cyberbullying victimisation among groups with different gender identities (F (3, 3358) = [14,678], $p<.001$). Tukey's test for multiple comparisons showed that females reported higher levels of cyberbullying victimisation compared to males ($p<.001$, 95% C.I. = [.00, .20]; Hedges' g=.10). Those who did not disclose their gender identity reported higher levels of cyberbullying victimisation compared to both females ($p<.05$, 95% C.I. = [.33, .92]; Hedges' g=0.61) and males ($p<.001$, 95% C.I. = [.45, 1.02]; Hedges' g=0.74).

Cyberbullying Victimisation: Sexual Orientation

A one-way ANOVA was performed to test whether the mean cyberbullying victimisation scores differed among respondents with different sexual orientations. Findings showed that

there was a statistically significant difference in terms of cyberbullying victimisation among respondents with different sexual orientations (F (2, 3359) = [20,876], p<.001). Tukey's test for multiple comparisons showed that LGBTQ+ respondents reported higher cyberbullying levels compared to heterosexuals (p<.05, 95% C.I. = [.01, .29]; Hedges' g=0.15). Respondents who did not disclose their sexual orientation reported higher cyberbullying victimisation scores compared to both heterosexuals (p<.001, 95% C.I. = [.27, .61]; Hedges' g=.45) and LGBTQ+ respondents (p<.05, 95% C.I. = [.08, .50]; Hedges' g=.25).

Cyberbullying Victimisation: Ethnic Identity

A one-way ANOVA was performed to test whether the mean cyberbullying victimisation scores differed between respondents with different ethnic identities. Findings showed that there was a statistically significant difference in terms of cyberbullying victimisation among respondents with different ethnic identities (F (3, 3358) = [18,297], p<.001). Tukey's test for multiple comparisons showed that respondents who did not disclose their ethnic identity reported higher cyberbullying victimisation scores compared to Irish respondents (p<.001, 95% C.I. = [.60, 1.3]; Hedges' g=.93), to respondents with any other White background (p<.001, 95% C.I. = [.64, 1.3]; Hedges' g=.92) and to those identifying themselves with an ethnic minority group (p<.001, 95% C.I. = [.41, 1.2]; Hedges' g=.60).

Cyberbullying Victimisation: Age Differences

A one-way ANOVA was performed to test whether the mean cyberbullying victimisation scores differed among respondents of different age groups. Findings showed that there was a statistically significant difference in terms of the reported experiences of cyberbullying endured by respondents in distinct age groups (F (6, 3355) = [20,778], p<.001). Tukey's test for multiple comparisons showed that respondents aged 25-34 reported higher cyberbullying victimisation scores compared to those aged 18-24 (p<.05, 95% C.I. = [.03, 1.1]; Hedges' g=.58). Respondents aged 35-44 scored higher compared to those aged 18-24 (p<.05, 95% C.I. = [.15, 1.2]; Hedges' g=.68), to the 55-64 age group (p<.001, 95% C.I. = [.07, .36]; Hedges' g=.22) and to those aged above 65 (p<.01, 95% C.I. = [.12, .97]; Hedges' g=.54). Finally, respondents aged 45-54 reported higher cyberbullying victimisation scores compared to respondents aged 18-24 (p<.01, 95% C.I. = [.16, 1.2]; Hedges' g=.72), and to those in the 55-

64 (p<., 95% C.I. = [.09, .36]; Hedges' g=.24) and 65+ age groups (p<.01, 95% C.I. = [.14, .98]; Hedges' g=.57).

Cyberbullying Victimisation: Differences Across Work Areas

A one-way ANOVA was performed to test whether the mean cyberbullying victimisation scores differed among respondents working in different areas. Findings showed that there was a statistically significant difference in terms of cyberbullying victimisation among respondents working in different areas (F (4, 3357) = [4788], p<.001). Tukey's test for multiple comparisons showed that respondents working in the AHSS-BL area scored higher in terms of cyberbullying victimisation compared to both academics in the STEM-MH area (p<.05, 95% C.I. = [.04, .31]; Hedges' g=.17) and to respondents working in the Professional/Technical area (p<.05, 95% C.I. = [.02, .25] Hedges' g=.13).

Cyberbullying Victimisation: Differences Between Respondents With a Disability and Without a Disability

An independent sample t-test was performed to test for any significant differences in terms of cyberbullying victimisation between respondents with a disability and without a disability. Findings showed that respondents with a disability (*M*=.42; *sd*= 1.2) reported higher levels of cyberbullying victimisation compared to those with no disability (*M*=-.05; *sd*=.96); t(172.357) = 4.90, p<.001; Hedges' g=.50).

Cyberbullying Victimisation: Differences Between Respondents With Managerial and Non-Managerial Roles

An independent sample t-test was performed to test for any significant differences in terms of cyberbullying victimisation between respondents who covered a managerial role and those who did not cover a managerial role. Findings showed that there was a statistically significant difference between respondents who were managing other employees (*M*=.13; *sd* =.99) and those who did not manage other employees ([*M*=-.06; *sd*=1), t(3360) =5.33, p<.001; Hedges' g=.21], with managers reporting higher cyberbullying victimisation scores.

Survey

Participant Information Sheet

Thank you for taking the time to complete this survey. We have provided some information about this research project below.

What is this survey about?
This survey is about the work-related experiences of staff working in higher education institutions. This survey includes five sections:
Section 1: Demographics
Section 2: Work-related experiences
Section 3: Work demands
Section 4: Interactions in the workplace
Section 5: Work-related behaviours and institutional policies

Who are the people conducting the research?
This research is being conducted by Dr Angela Mazzone and Prof. James O'Higgins Norman of the DCU Anti-Bullying Centre (ABC) at Dublin City University. This survey has been facilitated by the Department of Further and Higher Education, Research, Innovation and Science. If you have any important questions regarding the contents of this survey, please contact angela.mazzone@dcu.ie. Information regarding the aims of this survey is provided below.

What will my participation involve?
This survey will take about 15 minutes to complete. The ideal setting for filling out the survey is a quiet environment, where you do not feel observed and can respond accurately to the questions included in this survey. Your participation in this survey is voluntary and it should not entail any risk in either your personal or professional life. Please note that there are no right or wrong answers. Therefore, it is very important that your answers reflect your personal thoughts, experiences and feelings.

Benefits of participation
By choosing to participate in this research survey, you will get the chance to reflect on your work-related experiences. Your participation will inform policy and best practices in Higher Education Institutions and will help practitioners to create a better work environment.

How will the data be stored?
The survey will not collect any personal identifiable information on you. Aggregate data from the study participants will contribute to the overall research findings. Your data will be stored securely using passwords for the survey software and will not be accessed by anyone outside of the research team (subject to legal limitations). The data will be collected anonymously and protected in accordance with the General Data Protection Regulation (GDPR) - 2016/679 and will be stored for 5 years after completion of the research in accordance with the Data Protection Act, 1998. Please do not provide any information (e.g. name, surname, etc.) that could be used to identify you. Any individual wishing to exercise their Data Subject Rights should contact the DCU Data Protection Officer at data.protection@dcu.ie

How will the data be used?
Your participation in this research is entirely voluntary. You may close this survey at any point. Please note that if you withdraw from the survey, the data collected up to your withdrawal will be used as detailed in this participant information sheet. This is because this survey does not collect any identifiable information that could be linked to your own answers. The research findings will be used to inform policy and practice in Irish Higher Education Institutions. Findings will also be used for writing papers for publication in scientific journals, and for presenting the findings of this survey at academic conferences.

Independent contact
If you wish to liaise with an independent person about this survey, please contact the Dublin City University Research Ethics Committee at rec@dcu.ie

Consent Form

I give my consent to participate in this survey and understand that I may withdraw from the survey at any point. By ticking each box below, you consent to completing this survey:

- ☐ I confirm that I have read and understood the Participant Information Sheet
- ☐ I understand the information provided
- ☐ I understand the information provided in relation to data protection
- ☐ I understand that I may withdraw from this survey at any point
- ☐ I understand that confidentiality of information provided is subject to legal limitations
- ☐ I confirm that I had the opportunity to ask questions and received satisfactory answers
- ☐ I consent to participate in this survey

Demographics

We now need some general information about you. Please note that data is collected and held confidentially. To understand your answers for statistical research purposes, we would be grateful if you could provide us with some personal demographic information. Where you do not wish to disclose information, please choose the "prefer not to say" option.

What sex were you assigned at birth?
- ☐ Female
- ☐ Male
- ☐ Prefer not to say

What is your gender identity?

- ☐ Female
- ☐ Male
- ☐ Non-Binary
- ☐ Prefer not to say

Is your gender the same as you were assigned at birth?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

Please indicate your age group

- ☐ 18-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+
- ☐ Prefer not to say

With which ethnic group do you most identify?
(The categories below are those to be used by the Central Statistics Office for Census 2022)

- ☐ Chinese
- ☐ Indian/Pakistani/Bangladeshi
- ☐ Any other Asian background
- ☐ African
- ☐ Any other Black background
- ☐ Arabic
- ☐ Mixed background
- ☐ Other
- ☐ Irish
- ☐ Irish Traveller
- ☐ Roma
- ☐ Any other White background
- ☐ Prefer not to say

Please indicate your sexual orientation

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Queer
- ☐ A sexual orientation not listed here
- ☐ Prefer not to say

Do you have any functional diversity?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

What is your functional diversity?

- ☐ Specific learning difficulty e.g., dyslexia
- ☐ Physical or mobility related disability
- ☐ Blind or visually impaired
- ☐ Deaf or hard of hearing
- ☐ Mental health difficulty
- ☐ ASD or Aspergers, ADHD or ADD
- ☐ Significant ongoing physical illness
- ☐ Other _____
- ☐ Prefer not to say

What is your main area of work/disciplinary area?

- ☐ Academic: Arts, Humanities, Social Sciences
- ☐ Academic: Business and Law
- ☐ Academic: Science, Technology, Engineering, Mathematics
- ☐ Academic: Medicine and Health
- ☐ Professional, Managerial and Support Services
- ☐ Research Centre/Institute
- ☐ Research Fellow
- ☐ Technical Support
- ☐ Other _____
- ☐ Prefer not to say

Are you managing other staff members?

- ☐ Yes
- ☐ No

What is your current role/grade pay grade?

- ☐ Over €130,000
- ☐ €115,000-€129,999
- ☐ €100,000-€114-999
- ☐ €75,000-€99,999
- ☐ €60,000-74,999
- ☐ €45,000-€59,999
- ☐ €30,000-€44,999
- ☐ €15,000-€29,999
- ☐ Less than €14,999
- ☐ Prefer not to say

On what contractual basis are you currently employed? Please choose all that apply.

- ☐ Full-time permanent/indefinite duration
- ☐ Part-time permanent/indefinite duration
- ☐ Full-time fixed-term contract
- ☐ Part-time fixed-term contract
- ☐ Hourly paid
- ☐ Other _____
- ☐ Prefer not to say

How long have you been employed at your HEI? Please select from the dropdown

- ☐ Options ranged from less than one year to 40+

What higher education institution do you currently work for? Please select from the dropdown

- ☐ Dublin City University
- ☐ Dundalk Institute of Technology
- ☐ Dun Laoghaire Institute of Art and Design
- ☐ Galway-Mayo Institute of Technology
- ☐ Institute of Technology Carlow
- ☐ Institute of Technology Sligo
- ☐ Letterkenny Institute of Technology
- ☐ Mary Immaculate College, Limerick
- ☐ Maynooth University
- ☐ Munster Technological University
- ☐ National College of Art and Design
- ☐ NUI Galway
- ☐ St. Angela's College
- ☐ Technological University Dublin
- ☐ Technological University of the Shannon: Midlands Midwest
- ☐ Trinity College Dublin
- ☐ University College Cork
- ☐ University College Dublin
- ☐ University of Limerick
- ☐ Waterford Institute of Technology
- ☐ I prefer not to answer

Which of the below better reflects your work arrangements during the Covid-19 lockdowns?

- ☐ I used to work closely with senior colleagues, peers and/or junior colleagues online (work-meetings; collaborative projects etc.)
- ☐ I used to work closely with senior colleagues, peers, and/or junior colleagues offline (work-meetings; collaborative projects etc.)
- ☐ I used to work closely with senior colleagues, peers and junior colleagues both online and offline
- ☐ I worked on my own most of the time
- ☐ I engaged with students online (I delivered online classes or assisted students some other way)
- ☐ I engaged with students offline (I delivered offline classes or assisted students some other way)
- ☐ I engaged with students both offline and online (I delivered both offline and online classes)
- ☐ I worked on my own most of the time
- ☐ I do not engage with students in my work

Do you **currently** work in a context that requires regular engagement with other people? (team meetings; collaborative projects)

- ☐ Yes, online - I mostly work with senior colleagues, peers and/or junior colleagues online
- ☐ Yes, offline - I mostly work with senior colleagues, peers and/or junior colleagues offline
- ☐ Yes, blended - I mostly work with senior colleagues, peers and/or junior colleagues both offline and online
- ☐ I work on my own most of the time
- ☐ Yes, online - I mostly engage with students online (I deliver classes or assist students in some other way)
- ☐ Yes, offline - I mostly engage with students offline (I deliver classes or assist students some other way)
- ☐ Yes, blended - I mostly engage with students both offline and online (I deliver classes or assist students some other way)
- ☐ I work on my own most of the time
- ☐ I do not engage with students in my work

Please indicate how many colleagues or students do you currently work with closely on a daily basis:

- ☐ 1 to 5
- ☐ 6 to 10
- ☐ More than 10
- ☐ Other (4) _____

How long have you been in your current role?

- ☐ Less than 1 year
- ☐ 1-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16 years or more
- ☐ Prefer not to say

Work-related experiences

Here are some questions related to your experiences at work. Please note that there are no right or wrong answers. We are interested in your actual experiences, feelings and thoughts. Please read each question carefully before answering. The below questions enquire about your experiences at work **in the last three years**, including any period of remote working. Have you experienced any of the following acts at work, **from a senior colleague, peer, junior colleague, and/or student?**

	Never	Now and Then	Monthly	Weekly	Daily
Someone withholding information which affects your performance	○	○	○	○	○
Spreading gossip and rumours about you	○	○	○	○	○
Being ignored or excluded	○	○	○	○	○
Having insulting or offensive remarks made about your person, attitudes or private life	○	○	○	○	○
Being shouted at or being the	○	○	○	○	○

target of spontaneous rage					
Repeated reminders of your errors or mistakes	○	○	○	○	○
Being ignored or facing a hostile reaction when you approach someone at work	○	○	○	○	○
Persistent criticism of your work and effort	○	○	○	○	○
Practical jokes carried out by people you don't get along with	○	○	○	○	○

The person(s) perpetrating the above was/is (please choose all that apply)

- ☐ A senior colleague
- ☐ A peer
- ☐ A junior colleague
- ☐ A student
- ☐ Other _____

Thinking of the negative experiences above, did they have a negative impact on you in terms of your general wellbeing? I felt/I feel…

	Never	Seldom	Sometimes	Often	Always
Sad and in a bad mood	○	○	○	○	○
Tense and nervous	○	○	○	○	○
Inactive and with low energy	○	○	○	○	○
Tired and unrested when waking up	○	○	○	○	○

The below questions enquire about your experiences at work **in the last three years**, including any period of remote working. Have you experienced any of the following **online** acts, **from a senior colleague, peer, junior colleague or student** - via email, instant messaging, text messages; on social media; on Conference Apps (e.g. Zoom, Microsoft Teams, etc.).

	Never	Now and then	Monthly	Weekly	Daily
Received messages that have a disrespectful tone	○	○	○	○	○
Been unfairly blamed for work-related problems	○	○	○	○	○
Received aggressively worded messages (e.g. using all capital letters, bold	○	○	○	○	○

	Never	Now and then	Monthly	Weekly	Daily
font or multiple exclamation marks)					
Had another staff member copy people into messages that reflect poorly on you	○	○	○	○	○
Had your work unfairly criticised	○	○	○	○	○
Received rude demands from a colleague	○	○	○	○	○
Been sent conflicting information	○	○	○	○	○
Been bypassed in group communications that are relevant to your work role	○	○	○	○	○
Been the subject of communications that undermine you	○	○	○	○	○
Received unreasonable work demands	○	○	○	○	○
Been pressured into responding to technology-mediated communications at all times	○	○	○	○	○

The person(s) perpetrating the above was/is (please choose all that apply)

- ☐ A senior colleague
- ☐ A peer
- ☐ A junior colleague
- ☐ A student
- ☐ Other _____

Thinking of the negative experiences above, did they have a negative impact on you in terms of your general wellbeing? I felt/I feel…

	Never	Seldom	Sometimes	Often	Always
Sad and in a bad mood	○	○	○	○	○
Tense and nervous	○	○	○	○	○
Inactive and with low energy	○	○	○	○	○
Tired and unrested when waking up	○	○	○	○	○

The below questions enquire about your experiences at work in the last **three years**, including any period of remote working. Have you **witnessed** any of the following acts at work, **from a senior colleague, peer, junior colleague, or student?**

	Never	Now and then	Monthly	Weekly	Daily
Have you witnessed someone at work being excluded or ignored?	○	○	○	○	○

Have you witnessed someone at work being threatened, insulted or offended?	○	○	○	○	○
Have you witnessed gossip and rumours being spread about someone at work?	○	○	○	○	○
Have you witnessed someone at work being shouted at or being the target of spontaneous rage?	○	○	○	○	○

The person who perpetrated the above acts was:

- ☐ A senior colleague to the targeted employee
- ☐ A peer to the targeted employee
- ☐ A junior colleague to the targeted employee
- ☐ A student
- ☐ Other _____

On a scale of 1 to 5, did witnessing the above have a negative impact on you in terms of your mental health and wellbeing?

- ☐ 1- It did not bother me at all
- ☐ 2 - It did not bother me much
- ☐ 3- It had a mild impact on me
- ☐ 4- It had a negative impact on me
- ☐ 5- It had a strong negative impact on me

Please express your degree of agreement with the below statements

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I am expected to do too much in a day	○	○	○	○	○
In general, my workloads are not particularly demanding	○	○	○	○	○
People here are under pressure to work as hard as possible (meet deadlines; work long hours; deliver projects quickly and efficiently)	○	○	○	○	○

Please express your degree of agreement with the below statements

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
My personal life and needs suffer because of work	○	○	○	○	○
I find it difficult to juggle work and non-work activities	○	○	○	○	○

I am happy with the amount of time I have for non-work activities	○	○	○	○	○

Please indicate the level to which you agree or disagree with the below statements. Please note, that by team members, we mean the colleagues you work with closely on a daily basis and/or your academic Unit/School.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
If I make a mistake in my team, it is often held against me	○	○	○	○	○
Members of my team are able to bring up problems and difficult issues	○	○	○	○	○
People on my team sometimes reject others for being different	○	○	○	○	○
It is safe to take a risk on my team	○	○	○	○	○
It is difficult to ask other members of my team for help	○	○	○	○	○
No one on my team would deliberately act in a way that undermines my efforts	○	○	○	○	○

Working with members of this team, my unique skills and talents are valued and utilised	○	○	○	○	○

Please carefully read the below definition, before responding to each question.

Workplace bullying is **repeated** inappropriate behaviour, direct or indirect, whether **verbal, physical or otherwise,** conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work. An isolated incident of the behaviour described in this definition may be an affront to dignity at work, but, as a once-off incident, is not considered to be bullying. A key characteristic of bullying is that it **usually takes place over a period of time**. It is regular and persistent inappropriate behaviour, which is **specifically targeted at one employee or a group of employees**. It may be perpetrated by someone in a position of authority, by employees against a manager or by employees in the same grade as the recipient

Keeping in mind the bullying definition above, did you experience anything like that **in the past three years** including any period of remote working?

- ☐ Yes
- ☐ No

How often did it happen?

- ☐ Now and then
- ☐ Several times per semester
- ☐ Several times per month
- ☐ Every week
- ☐ Daily

How long did it last?

- ☐ Just one day
- ☐ A week or two
- ☐ Less than a month
- ☐ A month
- ☐ Several months

Who perpetrated the bullying?

- ☐ A senior colleague
- ☐ A peer
- ☐ A junior colleague
- ☐ A student
- ☐ Other _____

	Yes	No
Keeping in mind the bullying definition on the previous page, have you **witnessed** any bullying episode at work, **in the past three years**, including any period of remote working	○	○

	Yes	No
Did you decide to **take action** to tackle the bullying incident?	○	○

Why did you decide to take action?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Because I was concerned for the targeted employee	○	○	○	○	○
Because I was afraid that the bullying could negatively affect the work group	○	○	○	○	○

Because I hoped that my actions would encourage others in the Department/School/Unit to do the same	○	○	○	○	○
Because I wanted the bullying to end	○	○	○	○	○

Why didn't you take action?	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Because I did not know how to report a bullying incident	○	○	○	○	○
Because I would not have found a sympathetic ear anyway	○	○	○	○	○
Because nothing would have changed anyway	○	○	○	○	○
Because my superiors are not open to proposals, concerns, or the like	○	○	○	○	○
Because of fear of negative consequences	○	○	○	○	○
Because I did not want to become vulnerable in the face of peers or senior colleagues	○	○	○	○	○
Because I feared there would be disadvantages from speaking	○	○	○	○	○
Because I did not want to embarrass others	○	○	○	○	○

Does your workplace have an anti-bullying policy?

- ☐ Yes
- ☐ No
- ☐ Unsure

Please state your degree of agreement with the below statements

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
In my workplace, the anti-bullying policy and procedures contribute to effectively protecting all staff members	○	○	○	○	○
My workplace actively discourages bullying	○	○	○	○	○
Bullying is against the values of my workplace	○	○	○	○	○
My workplace makes an active effort to tackle bullying (e.g., through awareness raising initiatives and anti-bullying programmes)	○	○	○	○	○
Bullying goes unnoticed in my workplace	○	○	○	○	○

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