

No Bully For Me Factsheet 1.

Can lawyers help the target of workplace bullying?

About half of all the messages we receive, whether as the initial contact or after some correspondence, asks us about lawyers. Do we know of any good ones?

No matter how 'good' a lawyer may be they cannot fix, heal, restore or repair you, your workplace nor your formerly secure and happy job.

Lawyers are not magicians, nor are they arbiters of truth or justice.

Lawyers too can only work within the law and as we are all aware the law is currently weak or non-existent in aiding the targets of workplace bullying; lawyers don't have the laws to work with. This may not be fair or right but it is the current reality.

Lawyers may, however, help you engineer a clean break from your poisonous workplace giving you a chance to recover and move on.

They may speed up your leaving process, putting pressure on whoever is avoiding dealing with your departure.

They may secure a settlement of some sort which gives money (and money = time) and time is the only true healing when it comes to recovery from prolonged workplace bullying.

Our current stance is therefore that we do not suggest hiring a lawyer, unless, as a last resort you need some aid in leaving with (some) dignity intact.

This is not to question for a moment the truth or validity of your damaging situation; rather it is acknowledging it, and focussing on you as an injured person.

We don't know of a single case where, with the help of a lawyer, a target was able to return to a healed workplace.

If we did we might think recommending the legal route worthwhile, compassionate and moral.

The attraction, or even fascination, with turning to a lawyer is to try and turn the illogical crazy making mess that you are embroiled in logical once more.

The targets of workplace bullying tend to be of a certain personality type; they tend to have a strong sense of:

right and wrong
good and evil
moral behaviour
compassion
logic
lateral thinking problem solving
imagination
and
justice

When confronting workplace bullying the target will find rules regulations and guidelines are:

forgotten
ignored
twisted
partially (as opposed to impartially) applied
and
logic, right versus wrong, justice, good versus evil, compassion and good old fair play will all be abandoned.

This great conflict sets off all sorts of confusion in the mind of the target. It is precisely your sense of justice, right versus wrong and so on which makes you an excellent worker. But these very characteristics now turn and bite you, and your strong reaction to the inconsistencies you see make the bullies work easier.

Your highly (over?) developed sense of fair play will make you gnaw away at every unjust event, and there may be many before you are through.

A lawyer cannot fix this dichotomy, this challenge to the depths of your core beliefs.

Spend some clean, clear time establishing what you want.

Not in terms of apologies, restitution, re-runs of past meetings, nor the restoration of logic to your crazy workplace, but where your future should take you.

So, in summary our current advice is to only think of using a lawyer to get out with speed, a little money on departure perhaps, and look to the future.

We may be able to recommend a lawyer to help you accomplish this.

Karen and Stephen
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(Last revised: September 2004)