



Mobbing: Emotional Abuse in the American Workplace

Noa Davenport, Ruth D. Schwartz, Gail Pursell Elliott

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Everyday capable, hardworking, committed employees suffer emotional abuse at their workplace. Some flee from jobs they love, forced out by mean-spirited co-workers, subordinates or superiors -- often with the tacit approval of higher management.

The authors, Dr. Noa Davenport, Ruth Distler Schwartz, and Gail Pursell Elliott have written a book for every employee and manager in America. The book deals with what has become a household word in Europe: Mobbing.

Mobbing is a "ganging up" by several individuals, to force someone out of the workplace through rumor, innuendo, intimidation, discrediting, and particularly, humiliation. Mobbing is a serious form of nonsexual, nonracial harassment. It has been legally described as status-blind harassment.

Mobbing affects the mental and physical health of victims. It extracts staggering costs from victims, their families, and from organizations.

With this new book, *Mobbing: Emotional Abuse in the American Workplace*, there is a name for the problem and help for the victims. The book helps readers to understand what mobbing is, why it occurs, how it affects a victim and organizations, and what people can do. The authors have interviewed victims from across the U.S. and the book contains many quotes that poignantly illustrate the gravity of the mobbing experience. An overview of the literature and research is provided as well as many practical strategies to help the victims, managers, healthcare and legal professionals. Original drawings by Sabra Vidali express the depth of the experience and enhance the authors' work.

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