

CITY OF FORT BRAGG ANTI-BULLYING POLICY

September 26, 2022

6 WOUNDED IN SHOOTOUT AT RIVERSIDE CITY HALL

BY TOM GORMAN

OCT. 7, 1998 12 AM PT

LOS ANGELES TIMES STAFF WRITER

RIVERSIDE — Six people were wounded Tuesday morning, including the mayor and two City Council members, after a dismissed recreation department chess coach opened fire with a handgun in a City Hall conference room and was finally shot by police in a terrifying close-quarters gun battle.



Postal worker's mother says he was bullied before shooting

October 14, 2021 6:06 pm

MEMPHIS, Tenn. (AP) — A U.S. Postal Service letter carrier who shot a manager and a supervisor before killing himself inside a Tennessee postal facility was not a violent person and was being bullied at work by his superiors, his mother said Thursday.

PROTECTING AMERICA'S SCHOOLS

A U.S. SECRET SERVICE ANALYSIS OF TARGETED SCHOOL VIOLENCE

Finding

- Many attackers felt bullied, persecuted or injured by others prior to the attack.

Explanation

- Almost three-quarters of the attackers felt persecuted, bullied, threatened, attacked or injured by others prior to the incident (Page 21)

OCTOBER IS BULLYING PREVENTION MONTH

Release Date: October 15, 2020

Workplace bullying—a form of workplace violence—is repeated, health-harming mistreatment of one or more people (targets) .

Bullying can impact a victim’s physical and emotional health, morale, overall productivity, and potentially, their finances. Workplace bullies seek to induce harm, jeopardize another person’s career, and destroy interpersonal relations. Here are some typical tactics workplace bullies may use against their victims:

- Character assassination
- Disrespectful, destructive interpersonal conduct
- Work interference, preventing targets from performing their jobs
- Social exclusion of targets
- Exploitation of targets through abuse of management roles
- Personal criticisms that humiliate and shame

ACTUAL EXAMPLES OF BULLYING CITY EMPLOYEES

March 10, 2021 Email

Your work is controversial because so far it has been of such low quality... In particular the terrible first impression that ..was based on the....staff report and presentation. If your work was of higher quality and the public had reason to trust your accuracy...

July 27, 2021 Email

I ... don't understand why anyone thought hiring her in the first place was a good idea....why is she still employed as a XXXXX despite her lack of competent work, frequent unprofessional conduct... XXXXXX continued employment ..is undermining ... public trust in the City as a whole.

October 13, 2020 Email

XXXXXX comment was particularly ridiculous... You might be interested to know she pissed off your boss by being your front ... of course, XXXXXX may be petty too..... XXXXX complaining about your passive aggressive BS at work ...and how she considered firing you.

ACTUAL EXAMPLES OF BULLYING CITY EMPLOYEES

August 13, 2022 Email

I have a suggestion of what might serve the community better, which is our XXXXX to look into a stress-related retirement. If a job is too stressful for an employee (e.g. because they both lack the basic skills and experience to perform the job.... That seems a lot better option for everyone involved compared to the employer worrying that the stressed staff person could buckle under the pressure...

July 25, 2022 Email

Who is harmed by this apparently negligent planning work ...I suspect this is another example of our unqualified planning staff failing...

ACTUAL EXAMPLES OF BULLYING CITY EMPLOYEES

August 6, 2022

City Manager Peggy Ducey asked for clarification on a public comment for the City Council meeting:

“Staff’s opinion or responses to my personal opinions submitted in the form of formal public comments to the City Council or Planning Commission is not particularly interesting to me so there is no need to respond...”