

Dear House Labor Committee members,

My name is Ann Carr and I am writing to you today to let you know why I support House Bill 6352, the Dignity at Work Act and asking that you please move this bill forward. I support this bill for three reasons that I will outline for you. Thank you for taking the time to consider this request.

The first reason I support HB 6352, the Dignity at Work Act is because I was mobbed out of my school teaching job many years ago. My mobbing was typical of what is described in *Mobbing: Emotional Abuse in the American Workforce*, which states, “mobbing happens as a process of abusive behaviors inflicted over time. It begins insidiously, and soon gains such momentum that a point of no return is reached. Like a tornado, the events escalate into a spiral” (Davenport, Schwartz, & Elliot, 1999). I remember my tears and panicked search for help as my professional reputation; built after decades of paying off student loans, spending tens-of-thousands in daycare, being a humble employee, and working so hard to help my students thrive; was torn apart by a colleague described by administrators as “toxic”, “had home problems”, “in need of escorting out of the building after teaching her one class”, and more (this person donated a lot of money to the school). Not once was I told I was the problem. On the contrary, I was promised they would move her away from me, even away from everyone at one point by giving her her own office. That never happened and in one year’s time I went from having an excellent performance review and a \$10,000 raise to being told I was “non collaborative” and offered a \$20,000 severance package because I refused to work with this person and insisted they move me when offered a new contract upon my return from medical leave.

The second reason why I want to see HB 6352 move forward is that I support those still in the throes of workplace bullying or who are in need of someone to talk to help them get through the trauma of this type of workplace abuse. The support group I attend and help lead for targets of workplace mobbing has catapulted my own recovery from this trauma as I had never even heard of workplace mobbing before, let alone met anyone who had this happen to them. I was completely unfamiliar with the well-studied phenomenon until my psychologist described it to me. Now I want to help others.

The third reason I support the Dignity at Work Act is because many other Western nations already have enacted legislation against workplace bullying. I believe setting Government standards for working conditions corrects many abuses workers face. I could just forget about it, but as I hear others, some in tears testifying, I am reminded that if we lived in a country that already has anti-workplace bullying legislation, we would have likely been protected. I look forward to seeing US workers protected against this set of behaviors described in the Dignity at Work Act and I thank you for considering my request to move HB 6352 forward.

Most Sincerely,

Ann Carr