

## **Anyone can be a victim of workplace harassment**

"All studies confirm that anyone can be a victim of workplace harassment," says Parés.

The president of the European collective against mobbing, Sedisem, highlights the risk of a climate of "permanent violence" at work

JESÚS GONZÁLEZ

AVILÉS

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"All studies confirm that anyone can be a victim of workplace harassment," said yesterday in Avilés, Marina Parés Soliva, president of Sedisem, a European association that brings together experts in 'mobbing', a phenomenon that they analyse from all points of view: sociological, psychological, legal, medical ...

Parés was in charge of opening, with his exhibition, a round table organized within the framework of the fifth edition of the National Conference on Ergonomics and Psychosociology that ended yesterday. The Sedisem president was responsible for exposing the frequent "myths" surrounding 'mobbing' and the arguments to demystify them.

"Those myths are always false," said the expert just before listing a few: "What if the victim is the one who causes the harassment situation, if it is not something serious, if the harasser suffers from mental illness, what if it only affects some, that if the victim is pleased with that situation ... ». As he explained, the existing studies show that, in general terms, all these considerations are false. For example, the topic "something I would do" attributed to someone who suffers from a situation of harassment at work is nothing more than a self-defence reaction, according to Parés. "When it is said that the victim deserves it, that something has been done to suffer this harassment, what there is a panic reaction to recognize that what is actually happening is a situation of gratuitous violence, because that makes us potential victims", explained the expert.

### **The bullying pyramids**

Parés debunked myths throughout his presentation until he reached the point where the operation of the bullying situation was explained. Thus, a kind of 'pyramid' of 'mobbing' is distributed: At the top would be the instigator, the leader who develops a strategy to make the life of one of his co-workers impossible. On the next step are other harassers, who follow this strategy, with collaborators who observe the situation and consent to it. A step down is, on the one hand, "those who do not want to know anything", and on the other, "the friends of the victim, who tend to distance themselves from the victim due to the situation and for fear of becoming victims."

Such a structure, said Parés, requires adequate intervention to avoid "entering a situation of permanent violence" in the work environment. And is that the problem, beyond the consequences it may have on the health and well-being of the victim, may end up affecting the activity of the company.

There are indications to detect possible risks, said Parés: "continuous sick leave of a person who never missed work, situations of marginalization, changes in behaviour, appearance of new complaints ...". If 'mobbing' is confirmed, it only remains to tackle the situation.

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Avilés

EL COMERCIO

## «Todos los estudios confirman que cualquiera puede ser víctima de acoso laboral», dice Pares

La presidenta del colectivo europeo contra el 'mobbing', Sedisem, destaca el riesgo de un clima de «violencia permanente» en el trabajo

**JESÚS GONZÁLEZ**

AVILÉS

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«Todos los estudios confirman que cualquiera puede ser víctima de acoso laboral», afirmó ayer en Avilés Marina Pares Soliva, presidenta de Sedisem, una asociación europea que agrupa a expertos en 'mobbing', fenómeno que analizan desde todos los puntos de vista: sociológico, psicológico, jurídico, médico...



DEBATE. Pares, ayer en la apertura de una mesa redonda en las Jornadas de Ergonomía. / TANIA