



PRESS RELEASE

Bully Zero Calls Time on Workplace Bullying as New Data Exposes National Emergency

New campaign launching for National Bullying Prevention Week (11–17 August) reveals 1 in 4 workers face bullying, with most suffering in silence

August 2025: Bullying is no longer confined to schoolyards. It is persisting into adult life, infiltrating workplaces, and contributing to a broader mental health crisis affecting staff morale, productivity and retention.

New national research¹ released this month from Bully Zero reveals seven in ten (71%) Australians have experienced bullying. And nearly one in three (31%) have been bullied in the past year. 27% of Australians say it's occurred in the workplace. But most suffer in silence. 74% said no one stepped in to help, leaving people feeling "alone, powerless and angry."

The research report launches ahead of Bully Zero's National Bullying Prevention Week (11 – 17 August 2025), with the campaign theme Act On It!

"The only way we're going to stop bullying in this country is to interrupt it as it happens," said Bully Zero CEO Janet Grima. "We're dealing with the aftermath of too much unchallenged bullying. It hurts more than people – it hits the bottom line through lost productivity, high turnover and absenteeism. It's time to stop standing by. We need to find our courage and become Actionists; people who take calm, safe steps to intervene and show that bullying won't be tolerated."

Among working Australians:

- 23% are unaware of any bullying prevention policy at their workplace
- 25% say policies exist but aren't enforced
- Only 42% report working somewhere that actively enforces a bullying policy

The economic cost of workplace bullying is staggering, with estimates placing the national burden between \$6 to \$36 billion annually².

Workplace Mental Health First Aid Facilitator, former Mayor and Bully Zero advocate Michelle Kleinert OAM said "I see the toll bullying takes on employees. It often leads to anxiety,

¹ Lifting the Lid on Bullying Report: July 2025, infographic downloadable [here](#). Research amongst 1,000 Australians 18+, representative sample of the population, 10-14 July 2025. Full research report can be downloaded [here](#).

² Productivity Commission/Comcare: Workplace Bullying Report, 2020



depression, burnout and resignations. Clear policies and visible leadership on bullying are essential. They're not a 'nice to have', they're a mental health safeguard."

After enduring repeated bullying in the workplace, actor, celebrant and Bully Zero Ambassador Glenn Millanta knows the damage bullying can cause when left unchallenged.

"In my experience, bullying has become an accepted part of business. People don't step in because when they've tried, they're ignored or punished," he said.

After speaking up about toxic leadership and advocating for struggling colleagues, Glenn was sidelined, silenced and ultimately pushed out. The emotional toll was enormous, leaving him depressed, physically unwell and isolated at a time when he needed support the most.

It's this lived experience that now drives his advocacy.

As National Bullying Prevention Week approaches, Bully Zero is calling on individuals and organisations alike to find the courage to step in safely and *Act On It*. It's clear that for workplaces, mandatory training, clear prevention policies, effective reporting mechanisms and cultural leadership at all levels are essential.

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STATE SNAPSHOT: Workplace Bullying Across Australia

Figures below highlight bullying rates, awareness, and support gaps by state.

New South Wales

- 66% have experienced bullying at some point in their lives
- 14% said someone intervened to help, slightly below the national average (16%)

Victoria

- 71% of respondents reported having experienced bullying
- Lowest rate of intervention nationally. Just 13% said someone helped

Queensland

- 76% of respondents have experienced bullying, the highest of any major state
- 21% received support when bullied (highest nationally)

South Australia

- 74% of respondents reported having experienced bullying
- 20% of bullied individuals received help, well above the national average

Western Australia



- 75% have experienced bullying
- 14% report having received help, below the national average

Tasmania

- 90% reported being bullied (based on a small sample size)
- 22% received help, the highest in the report, but based on limited data

Australian Capital Territory

- 14% of bullying victims said someone intervened, below the national average

For Media:

About Bully Zero

Bully Zero is Australia's leading organisation delivering face to face programs by qualified facilitators. From cyber safety to bullying prevention, their programs make an impact in schools, community groups, sporting clubs and workplaces. Bullying is constantly evolving so Bully Zero remains vigilant to deliver practical, relevant and evidence-based resources and tools to empower Australians to prevent and tackle bullying.

About Janet Grima, CEO of Bully Zero

Janet Grima is the Chief Executive Officer of Bully Zero, Australia's leading bullying prevention organisation. With more than 20 years of leadership experience across the not-for-profit, healthcare and corporate sectors, Janet is a passionate advocate for safe, inclusive workplaces and communities. Since joining Bully Zero in 2020, she has helped expand the organisation's national reach and has secured major partnerships to support bullying prevention programs across schools, workplaces and frontline services. Janet regularly speaks in national media and forums on psychological safety, workplace culture, and the human cost of bullying.

Resources and guidance for Actionist behaviour are available at <https://www.bullyzero.org.au/act-on-it>

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Media Kit

- For video footage, images and research, access the media kit [here](#)