

Options: Pros and Cons

Option	Pros	Cons
Do nothing directly about the conflict /do not engage	No risk of retaliation. Limit risk of being labeled as a whiner and malcontent	Nothing will change. Let alone be resolved. Problems may escalate
Attempt to work concerns out with the alleged bully, directly (individually or with a group of concerned colleagues)	Shows supervisor your willingness to make things work. Shows respect by being open, honest, and direct. Chances are good that you will realize some improvements/resolution. Good faith effort may be positively perceived by those higher in authority	Attempts may not be well received. Risk being negatively labeled. Risk of retaliation
Attempt to work concerns out with the alleged bully, assisted by Ombudsman	3 rd party neutral can bring significant resolution skills to the table, and another set of "eyes" may reduce the risk of retaliation.	Alleged bully may ostensibly agree to work w/O, but may secretly resent 3 rd party intervention
Departmental Intervention	Generic intervention can enhance skills of many people w/o singling out the visitor to the office of the O.	Generic interventions may miss the mark in terms of impacting intended parties
Attempt to work concerns out with the alleged bully's supervisor	Supervisor will have clout in terms of defining expectations around behavior change.	Supervisor may be conflict avoidant, and not deal directly with the issue. Bully may resent visitor going above his/her head, and act accordingly.
Grievance (individual or group)	It creates a record of the complaint. A group grievance also suggests the allegation may have merit because the behavior is of concern to multiple people. Also, an investigation may result and appropriate intervention may be imposed to change behavior.	Problem resolution may get more involved or complicated by involving formal channels and more people. It could result in considerable resentment by the alleged bully. It could also result in "below radar" retaliation by the alleged bully
Obtain additional information about institutional policy/procedures re: incivility and bullying	Information is power. If there are policies and procedures in place for dealing with incivility, etc., then there is more leverage with which to	Holding out policy/procedures to the supervisor may result in resentment/retaliation.

Change how they think/feel about the situation	address alleged bully's behavior	Bully's unacceptable behavior would not be challenged or changed.
Seek employment elsewhere	Could conceivably become more comfortable with or tolerant of problem behaviors by supervisor. Could learn to better cope with the stress of the situation	A change in jobs creates other forms of stress, and may be more problematic than the stress created by the present situation
Administrative Agencies (e.g., EEOC) / Courts	My result in compensation and/or potential consequences to the supervisor.	Stressful, costly, and time consuming and still may not result in desirable outcome
Write a group letter to the alleged bully's supervisor. If possible, include a chronology of the events including tone, effects, times, setting, witnesses, etc	It creates a record of the complaint and indicates that the behavior is of concern to multiple people (even if all those who sign are not alleging they have, themselves, been bullied).	The alleged bully's supervisor might support the alleged bully and not take action. It could result in considerable resentment by the alleged bully. It could result in "below radar" retaliation by the alleged bully, her/his supervisor, or both