

Bullying as a pathological phenomenon in the workplace

Abstract

The thesis paper examines the pathological phenomenon of bullying, focusing on its occurrence in the workplace in connection with employee mental health, a topic that until recently has been relatively neglected but which in recent years has increasingly moved to the forefront of general public awareness.

Each chapter of the paper analyses the manifestations of bullying in the workplace, the people to whom it relates, as well as its consequences on mental and physical health. The issue of bullying in the workplace is further described *de lege lata* and opens up the possibility of regulation *de lege ferenda*. It examines the risks and threats associated with this issue and provides a brief overview of the history of bullying, its types and forms. It also presents possibilities of defence from the victim's point of view and focuses on specific environments where bullying occurs, such as in the security forces and military, health care or education. It also discusses national and transnational initiatives in this area, as well as currently functioning practical examples of their application from abroad, which could in many ways serve as inspiration for future Czech legislation. The work reflects relevant case law and describes and adds to the author's unique experience from many years of work in the field.

The aim of this paper is primarily to clarify the issue of bullying as well as its causes and consequences, and to present a possible defence against it. At present this is not only difficult, but also not very well known across society. Another goal is to define the difference between bullying and discrimination so that the reader can easily and correctly understand them and be able to distinguish between them. The work is intended not only for victims of bullying or discrimination, serving as a guide to help them through their unpleasant situation, but also for employers themselves, for whom it can serve as a practical guide to preventing this phenomenon in the first place and provide solutions if this problem is detected.

Keywords: Bullying, mental health, mobbing