

## THIS IS THE BOOK BOSSES DON'T WANT YOU TO READ!

WHO'S AFRAID OF THE  
BIG, BAD BOSS?



How to Survive 13 Types of  
Dysfunctional, Disrespectful,  
Dishonest Little Dictators

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### RELIGIOUS IMPOSITIONS

*"You missed another breed that is empowered by the rise of the right wing, the Christian Taliban boss. This is becoming pretty common [in government] recently--even the [military] is struggling with it. I have worked [here] for 15 years. Recently, I had two bosses that decided my work decisions were not Bible based. This caused friction as I said that work should be judged by professional standards and elements. I was harassed with pamphlets and scripture emails were sent to me at work and at home. I obviously did not have a gentle Christian heart demanded of Christian women which caused me to get cut out of projects, out of travel. Even though our EEO people tried to help, I was marginalized (after 7 years of the highest job ratings) once the first Talibaner arrived. I obviously needed more Jesus in my heart.*

*"Their Director decided to look the other way after MANY meetings. So I decided to leave a job I loved, that I was great at--because I was tired of their judgments, tired of no one recognizing it as harassment, and sick of their Christian male superiority they smugly walked around with--feeling so justified in correcting me.*

*"I lateraled in my organization which is one of the largest...departments. I have other women friends who have seen the rise of the... male Christian Taliban spouting Bible quotes to us women."*  
Dear Woman in Government,

The bosses you describe fall into the "Combination Type" category (Chapter 13): a combination of the "Propagator" and "Cult-Maker" bosses described in Chapters 6 and 10 of *Who's Afraid of the Big, Bad Boss?* Here are two condensed excerpts:

"Propagator Bosses hire people who are like them...To get along with your Propagator Boss...you must follow blindly and do as you are told...disengage from your morals and ethics and forget about the concept of fairness."

"Cult-Maker Bosses encourage infighting between their loyal gang of followers and competent employees who may question or challenge them... [They]...want you to go along with the majority without question."

Your situation does seem to have been an Equal Employment Opportunity (EEO) violation. "[Title VII of the Civil Rights Act of 1964](#) (Title VII)...prohibits employment discrimination based on...religion..." (from [http://www.eeoc.gov/abouteeo/overview\\_laws.html](http://www.eeoc.gov/abouteeo/overview_laws.html) as viewed on 11/30/05).

You mentioned involving "EEO people;" perhaps you meant Human Resource (HR) people. Equal Employment Opportunity (EEO) Commission officials do not work in employer organizations, even when your employer is a governmental agency (unless you work at the EEOC). The EEOC is a separate and distinct federal agency and you must file a formal, written complaint to obtain that agency's assistance. However, there is often little they can do to correct a violation; the EEOC is not an enforcement agency and the type of discrimination you experienced is difficult to prove--even to HR representatives within your organization. You would have needed a written record of a deliberate attempt to "cut [you] out of projects, out of travel," or to coerce you into accepting the religious beliefs of others as a condition of employment.

Bosses who violate these laws are smart enough to know not to leave an incriminating trail. Instead, they attack you emotionally and then claim that *you*, the victim, are making up problems that don't really exist. That's how they get rid of people they're uncomfortable being around or just don't like. Then they replicate themselves when hiring replacements. This behavior is allowed to continue by default when upper management abdicates responsibility for managing managers, thereby enabling managers to create hostile work environments.

In your situation, survival involved doing just what you did--transferring or leaving--unless you could have gathered together a coalition of people, all in the same situation reporting to the same boss, who could get upper management to believe them and intervene. But if that had been possible, your bad bosses most likely wouldn't have harassed you in the first place--bad bosses know what they can get away with. Eventually the stress from this kind of situation takes its toll on the employee, and unmanaged bad bosses prevail in creating their subculture.

It is regretful that you were forced to give up a job you loved and were good at, but you probably preserved your health by transferring to another department.

For others currently in this situation, from the time you realize you must leave your job until the time you are actually able to do so, there are things you can do to minimize the negative impact of your boss's bad behavior. They are explained in the "Strategies for Surviving Your Propagator Boss" and "Strategies for Surviving Your Cult-Maker Boss" sections in Chapters 6 and 10. Also read the corresponding "Strategies That Won't Work" to keep from getting yourself deeper into trouble.