The aim of this study is to find out whether there are differences between victims and non-victims of bullying, with regard to certain personality traits and characteristics of workplace. In order to carry out this study, a sample of 256 people -128 victims and 128 non-victims- was taken from the university sector. Results indicate that victims are more likely to suffer from symptoms associated with general anxiety and that they see themselves differently from non-victims. Furthermore, victims perceive their workplace to be a more harmful environment, as compared to non-victims. The study contributes to a better understanding of workplace bullying, confirming some of the results obtained by other researchers in relation to its causes.

Keywords
Mobbing, workplace bullying, psychological harassment, history of mobbing, university.