

## **BUILDING RESPECTFUL COMMUNITIES PRESENTATION**

Preventing Bullying Amongst Older Adults



### **WELCOME:**

- Share your name
- What do you enjoy doing?
- What is something unique about you?

**STICKS AND STONES MAY BREAK MY BONES, BUT NAME-CALLING, OSTRACISM, AND SCAPE-GOATING MAY INJURE MY SOUL LONG PAST THE POINT THAT BROKEN BONES MEND.**

Globe & Mail, 2002

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**TODAY:**

- **Respectful Communities**
- **Understanding Power**
- **Bullying & Harassment**
- **Signs & Impact**
- **What Can I Do?**
- **Supporting Others**
- **Community Resources**

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# **RESPECTFUL COMMUNITIES**

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## **RESPECTFUL COMMUNITIES**

- How would you describe respect?
- In pairs:
  - Share a story of how someone gained your respect.
  - Throughout your life, has the way someone gains your respect changed?
  - If you were giving advice to someone, how would you encourage them to gain respect from others?
  - How do you know if you have gained someone's respect?

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# UNDERSTANDING POWER

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- **Power is “having choices about who you are and what you do; access to resources including support [and] nurturance...and the capacity to participate in decisions affecting one’s day-to-day living”.**

(Mandell and Duffy, 1995, p.274)

- **The misuse of power is the basis of bullying and violence.**



## **POWER OVER, POWER UNDER**

### **▪ Ask yourself:**

- Where does my power come from?
- How do I use my power in a responsible manner?
- What are the power dynamics within my community or organization?
- How could I misuse my power?

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## **BULLYING AND HARASSMENT**

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## BULLYING

**Bullying is when one person uses their power in an organization or community to harm another person, or they may use their relationships with others to exclude or intimidate someone.**

### ▪ Verbal Bullying

- Using words to humiliate or hurt someone including insults, threats, or constant teasing.

### ▪ Physical Bullying

- Physically hurting someone, threatening them or damaging their property.

### ▪ Social Bullying

- Ignoring, isolating, excluding or spreading rumours about someone.

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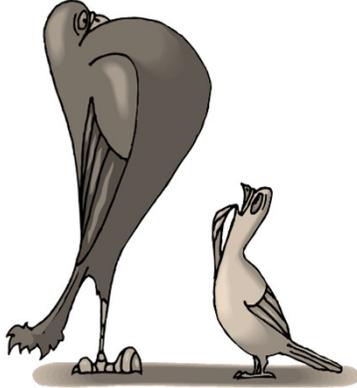
## BULLYING VS. CONFLICT

Bullying IS NOT	Bullying IS
Conflict between friends	Hurting behaviour based on oppression, discrimination
Argument between people of equal power	Based on a power difference
Accidental	Intentionally harmful
“Normal” relationship challenges	Intense and long in duration
A one-time event (usually)	Repeated over time (generally)
Friendly teasing	Oppressive, isolates victim

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**PARTICIPANTS  
IN BULLYING**

1. **The person who bullies**
2. **The person who is targeted**
3. **The people who witness the bullying**



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**HARASSMENT**

**Harassment is using power to hurt or harm another person.**

- Harassment, like bullying, involves a misuse of power.
- Harassment is different because it is a form of **discrimination**.

**Discrimination is treating someone differently or poorly based on certain characteristics, including:**

- Age
- Race
- Ethnicity
- Religion
- Biological sex
- Sexual orientation
- Family Status
- Marital Status
- Disability
- Pardoned conviction

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# SIGNS AND IMPACT

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## WARNING SIGNS

**Behaviour changes are the most common indicator of bullying.**

### **If you notice,**

- A person previously enjoyed participating in social activities, but no longer attends
- A person's mood changes frequently and they appear sad or depressed
- A person is having difficulty interacting with other people
- A person focuses on individual activities, rather than participating with the group
- A person's eating habits, sleep patterns or grooming habits have changed

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## **PEOPLE WHO BULLY**

### **▪ May experience:**

- Loneliness
- Depression
- Difficulty controlling anger
- Poor friendships and relationships
- Poor mental health
- Suicidal thoughts

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## **PEOPLE WHO ARE TARGETED**

### **▪ May experience:**

- Low self-esteem
- Problems with relationships
- Feelings of anger, sadness, fear, loneliness
- Anxiety
- Depression
- Suicidal thoughts
- Lack of interest in social activities

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## **PEOPLE WHO WITNESS BULLYING**

### **▪ May experience:**

- Lack of trust of others in the community
- Feelings of anger, guilt and helplessness
- Fear of becoming the next target
- Uncertain about how to respond
- Feel unsafe

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## **WHAT CAN I DO?**

How to Get Help for Yourself or a Friend

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## HOW CAN I HELP A FRIEND?

- **Check for safety**
  - Recognize the signs of bullying
  - Speak up if you feel comfortable
- **Affirm the person being bullied**
  - “What can I do to help?”
  - Listen and validate the person’s feelings
- **Refer to community resources**
  - Create a safety plan
  - Determine community resources, staff or other adults that can help
- **End by documenting**
  - Follow procedures and report the bullying situation
  - Use nonjudgmental language, and describe only facts

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## SUPPORTING OTHERS

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## **CASE STUDIES**

1. **What might stop someone from taking action?**
2. **What are the potential consequences of not taking action?**
3. **How could this have been prevented?**

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## **COMMUNITY RESOURCES**

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## **KNOW THE LOCAL RESOURCES AVAILABLE**

### **▪ Mediation Services**

- Support for dealing with conflicts or bullying situations
- Phone:

### **▪ Klinik Crisis Centre (24 hours)**

- Confidential counselling, support and referrals
- Phone: 204-786-8686 or 1-888-322-3019

### **▪ Winnipeg Police Service**

- Community Support Unit can offer help
- Phone: 204-986-6222

### **▪ Mobile Crisis Service (24 hours)**

- Support for someone experiencing a mental health concern
- Phone: 204-940-1781

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**Thank you for your time!  
Any questions or comments?**

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