

FACE IT: Elder Abuse Happens Conference



Bullying:
A Lifelong Occupation
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Edmonton Seniors Pride Project



Who are we?


What do we do?

Why are we here?

Let's talk about bullying



Mean Girls in the Retirement Home New York Times Jan 17, 2015



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



What is Bullying?

- Formal definition
- What is not bullying?
- What do we know about bullies?



Vulnerability

- Who is vulnerable to bullying?
- Why are they?



Targets are not too sensitive. Bullies are too abusive!

When a work environment does not protect its' employees from abuse, targets, bystanders, clientèle and more, pay the price".



Bullying in the Adult World

- Organisational response to peer adult bullying
- Denial
- Recognition

What doesn't work?

- *"It's just a personality conflict"*
- *"Just stay under the radar.... that's just the way he/she is!"*
- *"If you don't cooperate like the rest of us walk on eggs.... it will be your fault she/he is raging on you!"*



Effects of Bullying

- Recognising the signs
- Individual
- Organisation



Setting the Tone on Bullying

Organisation

- Management
- Employee to peers
- Staff to service user
- Service users to peers

Training

- Definitions
- Administration
- Staff
- Service users
- Guests

Actions

- Policies and procedures
- Working with the bully
- Working with the victim
- Progressive discipline
- Do we have the right to fire a service user?
- Review of existing materials

BUILDING RESPECTFUL COMMUNITIES

A TOOLKIT TO RECOGNIZE AND PREVENT BULLYING BEHAVIOUR WITHIN OLDER ADULT ORGANIZATIONS AND COMMUNITIES



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Questions

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