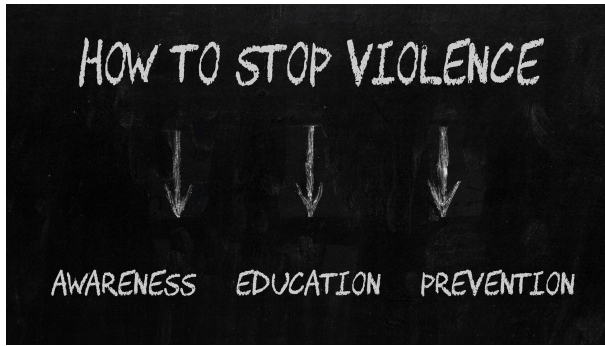


MANAGING VIOLENCE AND HARASSMENT: SEPTEMBER SAFETY SEGMENTS



Violence as stated in the Alberta legislation is any "threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm"

Harassment, on the other hand, is "a single or repeated incident of objectionable or unwelcome conduct, comment, bullying, or action intended to intimidate offend degrade or humiliate a particular person or group. It creates an unhealthy work environment resulting in psychological harm to workers.

TYPE 2 VIOLENCE: RESIDENT TO WORKER

DIRECTIONS

Start out the discussion by setting the expectations for creating a safe space and being respectful of everyone's feedback. Print out or show an electronic copy of "[This Wasn't in the Job Description](#)", "[Clinical Risk Factors](#)," "[Environmental Risk Factors](#)," "[Organizational Risk Factors](#)," and "[Social and Economic Risk Factors](#)" by the Centres of Disease Control and Prevention. Give each staff member 5-10 minutes to read. After everyone is done, use the guiding questions to facilitate a group discussion

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- What is a fundamental problem in the healthcare culture?
- What risk factors do you think are present in your organization?
- Why do you think it is important to be aware of the risk factors in the continuing care industry?

Alternative Activity:

Instead of the handouts, you can watch a [short video](#) about the voices of nurses.

What is a common factor in these nurses' situations?



Continuing Care
Safety Association

Follow the CCSA and check our other resources.



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TYPE 3 VIOLENCE: WORKER TO WORKER

DIRECTIONS

Start out the discussion by setting the expectations for creating a safe space and being respectful of everyone's feedback. Print out or share an electronic copy of the "[Prevalence of Violence Among Co-Workers](#)" and "[Contributing Factors](#)" by Centres of Disease Control and Prevention. Give each staff member 5 minutes to read. After everyone is done, use the guiding questions to facilitate a group discussion

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- What kind of behaviours can affect the safety of residents?
- What kind of conditions can lead to worker hostility?

Alternative Activity:

Instead of the handouts, you can watch a [short video](#) about the voices of nurses.

What is a common factor in these nurses' situations?



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MANAGING VIOLENCE AND HARASSMENT: SEPTEMBER SAFETY SEGMENTS

Although there are many resources that are available to support you in the workplace, it's important to take the rights steps to protect your own health and find ways to help us cope. There can be times when we deal with feelings and emotions that we cannot control but, there are always things within our control that we can do to comfort us.

MENTAL HEALTH FOCUS: SELF-CARE

Violence and Harassment can create additional stress for employees. This recommended "Lunch and Learn" type of activity opens awareness and assists staff on understanding the importance of self-care.

DIRECTIONS

Watch this short video: "[Mental Wellness Moment - The basics of self care.](#)" After watching, use the guiding questions to facilitate a group discussion

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- Why is it important that we take care of ourselves?
- What are some self-care steps?

Notes to the Team Leader:

- Facilitate an atmosphere of support and openness to feedback by encouraging the staff to share experiences or opinions without fear of reprisal.



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VIOLENCE FROM VISITORS OR EXTERNAL SOURCES

DIRECTIONS

Start out the discussion by setting the expectations for creating a safe space and being respectful of everyone's feedback. Print out or share an electronic copy of the ["Workplace Security Fast Fact Awareness Tool"](#) Give each staff member 5 - 10 minutes to read. After everyone is done, use the guiding questions to facilitate a group discussion

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- Who must help prevent workplace violence?
- What are some of the employer's responsibilities?
- Does your site or facility have policies and procedures regarding the security of the workplace?
- What can you suggest to make your site safer from these risks?



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MANAGING VIOLENCE AND HARASSMENT: SEPTEMBER SAFETY SEGMENTS

ALTERNATE RESOURCE: DOMESTIC VIOLENCE

This resource is created to remind staff that domestic violence can follow a worker to work thus becoming a workplace issue.

DIRECTIONS

Print out or share an electronic copy of the "[Violence and Harassment in the Workplace - Family \(Domestic\) Violence.](#)" Give each staff member 5 - 10 minutes to read. After everyone is done, use the guiding questions to facilitate a group discussion.

SAFETY SEGMENT DISCUSSION

Guiding Questions:

- Who can be victims of domestic violence?
- What effect can domestic violence have at work?
- How can the workplace help when they become aware of domestic violence at work?

Alternate Activity:

Instead of the handouts, you can watch a [short video](#) about domestic violence in the workplace

What is a common factor in these survivors' situations?



Follow the CCSA and check our other resources.

