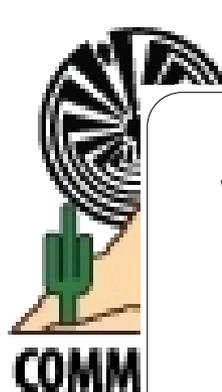


Working Together to Stop Elder Bullying

Elder Presentation



Working Together to Stop Elder Bullying
Staff Training



Key Points

- What is Bullying?
- Characteristics of Bullies
- Causes of Bullying
- Warning Signs of Bullying
- Bullying Cycle
- Interventions
- Review of Code of Conduct

What is Bullying?

Intentional, repetitive aggressive behavior involving an imbalance of power or strength.

Hazelden Foundation, 2008

Types of Bullying

- Verbal: name calling, teasing, insults, taunts, threats, sarcasm, or pointed jokes targeting specific individuals
- Physical: pushing, hitting, destroying property, or stealing
- Anti-social: shunning/excluding, gossiping, spreading rumors and using negative non-verbal body language (mimicking, offensive gestures)

Bullying

- Insults or belittling jokes
- Spreading rumors or whispering when individual enters room
- Harassment, meanness, insulting individuals, gossiping and racial and ethnic slurs
- Criticizing or ridiculing physical or mental disabilities
- Offensive gestures or facial expressions
- Physical intimidation or abuse

Causes of Bullying

- To show they are in charge
- They're insecure with themselves
- They're victims of bullying or have been a victim of bullying
- Medical or Mental Health issues
- Substance abuse
- An individual may be irritable due to pain, medication, lack of sleep, grief, etc.

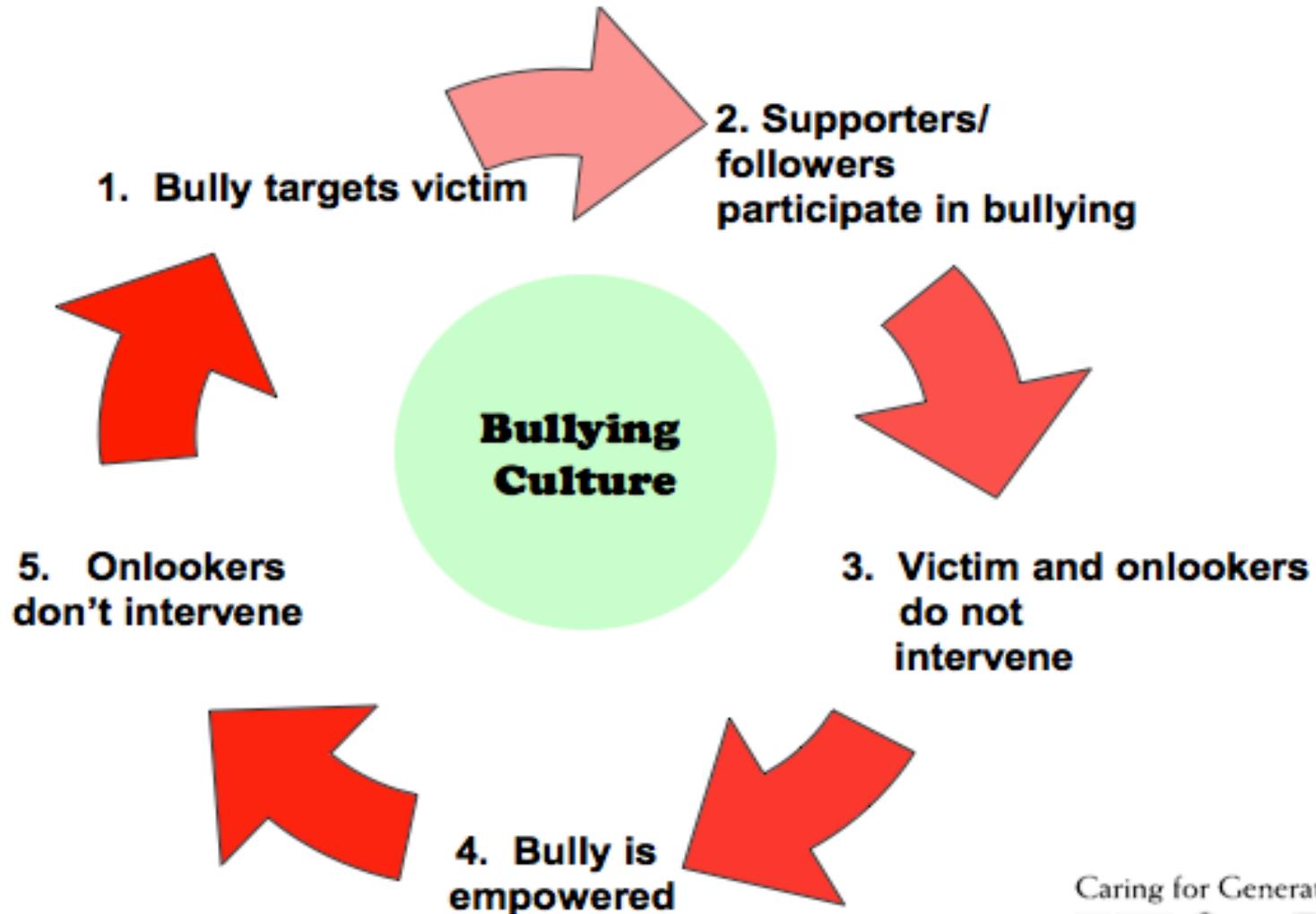
Bullying Warning Signs

- Individuals who are being bullied may exhibit these behaviors:
 - Anger, frustration
 - Self-isolation
 - Avoidance of specific areas or activities
 - Vague complaints “They don’t like me” or “They won’t let me be in their group.”
 - Depressed mood

Bullying Warning Signs

- Individuals who bully their peers may exhibit these behaviors:
 - Intimidate staff
 - Often tell others what to do using a bossy style
 - Criticize others or lack empathy toward them
 - Make repeated complaints about others

Bullying Cycle



Interventions for Bullying

- Preventing and minimizing bullying behavior requires intervention at multiple levels:
 - Community
 - Bully
 - Victim/Target

Community Intervention

- Have elders sign an “agency” contract that specifically addresses bullying behavior
- Remind individuals that all members are to be treated with consideration, respect and recognition of each individual’s dignity

Interventions for Individuals who Bully

- Consistently set limits on bullying behavior (Code of Conduct)
- Offer an appropriate outlet to vent frustrations
- Help them to:
 - Identify alternative methods to feel in control
 - Learn positive communication skills
 - Develop empathy
 - Expand their social network
 - Address feeling of loss

Interventions for Individuals Being Bullied

- Stand up for your rights
- Manage feelings of anger
- Use positive communication strategies
- Make your opinion clear without any aggressive language or motions
- Remove yourself from the situation
- Report violations of the Code of Conduct to staff immediately

Never interrupt or provoke!

Code of Conduct Review





Code of Conduct for Service Centers

Be Respectful to All Individuals

No Bullying

No Gossiping

No Slandering

No Harassing Behavior

No Threatening Behavior

No Intimidating Behavior

No Violent Behavior

No Foul Language

No Weapons

No Drugs or Alcohol

Sources

- The National Long-Term Care Ombudsman Resource Center (NORC), www.ltombudsman.org
- Alzheimer's Association – alz.org
- “Who bullies and who gets bullied?” Robin Bonifax, PhD, MSW, Assistant Professor, School of Social Work, Arizona State University

Contact Information

- Mary Weston
- Elderly Services Program Coordinator
- Gila River Indian Community
- Phone: 520-562-5232

