

Responding to bullying, harassment and victim experiences

Wed 3 November 09:00-10:00 GMT



Learn what bullying is and what it isn't.

Get practical insights and tips on what to do for yourself or others who feel stuck as a victim of bullying and harassment experiences.

This is an interactive workshop facilitated by Ross Rowe.



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ONE WORLD ONE TEAM

WildHub is a free, member-led, global community of conservation professionals. A place where we can support one another, overcome challenges together and create new solutions to save more wildlife

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About Ross

I coach people and teams to be REAL.
That is, Responsible, Empowered, Authentic and Liberated.
I coach for the beauty of life, wonder of diversity and rewards of exploring.










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Introduction

Structure of this workshop:

1. Expectations
2. what bullying is and what it isn't
3. characteristics of a victim experience
4. practical insights and tips on what to do for yourself or others



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Your hopes for this workshop

What is something you would like to get from this workshop on bullying, harassment and victim experiences?



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Well-being check in

If at any time this seminar stirs something up for you, please let me know what you need, or take a short break.



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What is bullying and harassment?

- physical or psychological
 - one-off or ongoing behaviours
 - intentional or unintentional
 - overt or covert
 - active or passive
 - individual or group offenders
 - individual or group recipient
 - it may be reciprocated (tit for tat)
- Bullying - power hierarchy and abuse of it
 - Harassment – person of lesser power targets another with more power or status
 - both are disrespectful in some way
 - both a risk to health and safety



Result is that a person feels discriminated, intimidated, coerced, wronged, abused, etc.

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What is NOT bullying and harassment

Reasonable management actions conducted in a reasonable way

- making decisions about poor performance
- legitimate feedback
- disciplinary actions
- directing and controlling the way work occurs

Reasonable interpersonal exchanges

- invitation to meet socially
- compliments
- request for assistance
- physical touch



Reasonable is respectful and courteous behaviour that is sensitive to culture, context and any clearly communicated desires or needs of the person impacted by the action or behaviour.

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Reflection

What insights are there for you in this description of what is and isn't bullying or harassment?



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Well-being check in

Remember, if this seminar stirs something up for you, please let me know what you need, or take a short break.



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10 tips for success

1. Identify your safe places and people.
2. Accept challenging emotions as healthy.
3. Check definitions of harassment and bullying.
4. Clarify your experience - distinguish what happened (facts), thoughts (interpretation), feelings and impacts.
5. Get clear on what you want.



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10 tips for success (continued)

6. Keep notes of events based on 4 and 5.
7. Consider formal and informal responses.
8. Set a personal growth objective.
9. Be responsible for your choices and responses.
10. Set measures of success based solely on what you can control.



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Questions?



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Victim experience

Characteristics of the victim experience:

- Unwanted impacts including loss, pain, stress, self doubt, shame, guilt.
- A sense of being wronged by a person or organisation.
- A sense of injustice.
- Powerlessness
- Blame
- Difficult emotions



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Victim experience

We want to know:

- why me?
- not alone
- justice will be done
- Life will go back to normal

We need to know:

- Our identity need not be defined by what happened to us
- our direction (goal)
- our personal power
- justice may not be satisfied
- our core needs
- who can assist
- life moves forward not backward
- life can be beautiful



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Questions and Insights

What's an insight you have gained that could help you, a colleague, friend, or family member?



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Wrap up

Anything that would make this session more complete for you?

What's been helpful?

What will you take away to apply for the benefit of others and your organisation?



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Feedback

Please take just a couple of minutes to provide myself and WildHub with your feedback

Contact Ross direct:

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The meaning of work and life for conservationists

Thu 4 November 09:00-10:00 GMT



This session provides a framework to understand the purpose and meaning we find in work and life.

Conservationists typically have a very deep sense of purpose to their work, but what happens when our work goes up in smoke?

This is an interactive workshop facilitated by Ross Rowe.



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