## Harassment Prevention Assessment

1. Our community has a harassment policy.  
   - [ ] Yes  
   - [ ] No
2. Our residents have a CLEAR understanding of our community's policy.  
   - [ ] Yes  
   - [ ] No
3. Our entire staff has been trained in harassment prevention.  
   - [ ] Yes  
   - [ ] No
4. Our community has a protocol that specifically deals with harassment.  
   - [ ] Yes  
   - [ ] No
5. Consequences are IMMEDIATELY imposed for harassment at our community.  
   - [ ] Yes  
   - [ ] No
6. At our community, all staff and residents have knowledge of the protocol.  
   - [ ] Yes  
   - [ ] No
7. Our residents, their families and staff know the difference between harassment, conflict and teasing.  
   - [ ] Yes  
   - [ ] No
8. Our residents know the difference between expressing their views and harassing another person.  
   - [ ] Yes  
   - [ ] No
9. Our residents have knowledge of the key players in a harassment incident.  
   - [ ] Yes  
   - [ ] No
10. Residents in our community are positive bystanders.  
    - [ ] Yes  
    - [ ] No
11. Our residents and their families feel comfortable reporting harassment at our community.  
    - [ ] Yes  
    - [ ] No
12. Our residents know their confidentiality will be respected if they report a harassment incident.  
    - [ ] Yes  
    - [ ] No
13. We have an anonymous reporting system in our community.  
    - [ ] Yes  
    - [ ] No
14. Harassment prevention is incorporated in the house rules and lease signing.  
    - [ ] Yes  
    - [ ] No
15. We can have our HPP in place within the next 120 days.  
    - [ ] Yes  
    - [ ] No

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## Cliques

**Naturally Occurring**

- Likes and Dislikes

**Alliances and Exclusions**

**Reluctant to help each other**

- Don’t share information

- Actively hinder another’s successes
The Fix

Change the environment

Partner with the group

We are trying to improve our community and we need your help...

When enough is Enough

• Yelling or reprimanding others
• Teasing
• Tensions

______________ Cliques

“We’ve ____________________________OUR building”

We are committed to having a community of respect and need your help.
___________ Cliques

“I’ve ____________________________”

We are committed to having a community of respect and need your help.

___________ Cliques

“Every body ____________________________”

Or

“Every one ____________________________”

We are committed to having a community of respect and need your help.

___________ Cliques

“They ____________________________”

We are committed to having a community of respect and need your help.

___________ Cliques

“They ____________________________”

We are committed to having a community of respect and need your help.
We are committed to having a community of respect and need your help.

Your expertise

Help

Suggestions

BULLYING is ...

Repeated Actions or Words

Unwanted Actions or Words

Negative Actions or Words

“10-20% of seniors have experienced some type of senior-to-senior aggression in an institutional setting, much of it verbal abuse”
BULLYING ...

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<th>Physical</th>
<th>Cyber</th>
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<td>Put downs</td>
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Is there a BULLY or two on your team?

Bullying can not be ignored; this behavior will only become more toxic.

Signs Bullying IS OCCURRING with your team

1. Who “__________” the staff meetings?
2. How do others ____________ to certain staff?
3. Are staff ________________ from a staff member?
4. Which staff member is ______________________?
5. What ___________________________tell you?
Dealing with staff and **BULLYING**

1. Establish ______________ with your staff
2. Bullying effects ______________ employee
3. What are the ______________ regarding bullying / violence at work
4. Establish an ______________ process
5. Trained ______________
6. Corporate ______________
7. Your ______________

*"the effects of bullying on the victim are lasting and harmful"*

**Signs Bullying IS OCCURRING in your community**

1. How are others ____________ to certain residents?
2. Are residents ______________ from a resident (s)?
3. Which resident is ________________?
4. Who “_________” the mail room, quiet areas, etc?
5. What __________________________ tell you?

Dealing with residents and **BULLYING**

1. Reinforce ______________
2. Convey ______________
3. Establish ______________
4. Practice with ______________
5. Post ______________
6. Establish ______________
7. Be _____, _____, _____ and __________
8. Last result ______________

*"intervention is the key to halting bullying"*

Bullying can not be ignored; this behavior will only become more toxic.
Sources


Best Practices

- Calm their anxiety
- Clarify their roles
- Recognize their value
- Get every resident on board
- Ensure respect and prevent discrimination

These are non-negotiables