

Greetings from bullyland

1./ Local support group meetings.

2./ We need ideas - what help would you want/ have wanted when going through the experience of being bullied?

3./ The Andrea Adams Trust in the UK uses Facebook in a new campaign - November 7th event.

4./ Back to basics - decision making; it's your choice.

5./ In the news - find your own stories

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1./ Local Groups and Meeting Times and Contacts:

(edit) Please sign up for our newsletter for news of local group meetings (edit)

2./ We need ideas - what help would you want/ have wanted when going through the experience of being bullied?

Karen and I (Stephen ytping badly here!) and a local member of No Bully For Me have been in roundtable meetings about workplace bullying.

We can't give details at this stage as it's still a confidential group, but the meetings include representatives from government, a range of non-profits and business.

We are being asked what we would want if we could have anything.

Funnily enough this turns out be a difficult question.

The help needed by targets includes financial, EI, negotiation, WorkSafe, legal, health - both physical and mental, back to work and employment counselling.

We often hear words and phrases such as 'normalize', 'validate', 'truly heard', 'understood', 'it's not just me', 'I thought I was crazy' (well you are and that's to be expected..)

So part of this support is not technical - advice and referral - but emotional - a hug and a coffee and a good cry perhaps.

(The combination of services offered by a Battered Women's Group comes to mind.)

Here's a local example:

'...provides counselling and advocacy...'

'We also provide education and training..'

<http://www.bwss.org/>

What would support specifically for targets look like?

Would support be a one stop agency which would lead you through the process?

Would it house all relevant agencies or their representatives?

Or would it be a referral agency with approved doctors, lawyers, psychologists, EI contacts and so on?

Would you want/ expect someone who has themselves experienced bullying at work to be available?

What filters would have to be in place?

(Some more extreme messages we get are clearly from people who have a pre-existing condition or have become so damaged by the experience that they exhibit clinical paranoia - the help such people need would be outside the range of this project, but referral to an appropriate place would be included.)

How would you feel about trust and confidentiality?

Would a 24 hour phone line work better than a physical address?

How long would you expect to wait for an appointment?

How long would you expect to use the services offered?

How would the service keep a positive tone and not become an angry or sad wallow?

Would you want an advocate to accompany you through all the meetings and appointments

Over to you.

What would the ideal support for the targets of workplace bullying look like?

Please send your ideas and comments and examples to us.

If you put

'ideas for ideal target support'

in the subject line we will be able to keep them organized more easily.

Thanks in advance.

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3./ The Andrea Adams Trust in the UK uses Facebook in a new campaign - November 7th event.

Original here: <http://www.onrec.com/newsstories/18806.asp>

Turning the table on bullies

16/10/2007

The Ban Bullying at Work campaign, part of The Andrea Adams Trust, the UK's first charity dedicated to raising awareness of bullying in the workplace is launching a new online campaign using the internet and social networking site Facebook.

Working with Global ad agency Leo Burnett a fresh new web presence has been created with several interactive features that link directly to off-line participation.

For the first time visitors to the site will be encouraged to speak out against bullying in the workplace and submit a virtual balloon message online.

On the 7th November 2007 these balloons will then be released across London in a mass balloon launch.

www.banbullyingatwork.com also features a brand new Speak Out mass participation survey which aims to form the largest survey into attitudes and behaviours surrounding workplace bullying ever undertaken:

<http://www.banbullyingatwork.com/speakout-survey.html>

The Ban Bullying at Work group on social networking site Facebook has already attracted over 200 members. This is set to increase as awareness grows in the run-up to November 7th.

Members use the Facebook group to share advice and support from others and membership extends globally growing the message that bullying in the workplace should not be tolerated.

Lyn Witheridge, Founder and Chief Executive, Ban Bullying at work says; "Last year we had 1 million visits to our site. Such an unprecedented number of people taking part through digital channels made us sit up and take notice. We have at our disposal an invaluable tool for communicating with individuals and with businesses to tackle bullying. We have developed a digital strategy which allows us to interact and expand our network and ultimately raise awareness of the issues surrounding workplace bullying to a new audience. All too often and as is the case with cyber-bullying, email, which we call flame mail has been flagged up as easy tool to bully others. However, our mission is to turn this on its head and use these same resources for the benefit of others."

As part of the campaign an email marketing communication has already been sent to over 3000 businesses. Now in its fifth year the Ban Bullying at Work day will take place on 7th November. The day is spearheaded by The Andrea Adams Trust, the world's only non-political, not for profit charity tackling workplace bullying. The 2007 campaign will encourage people to 'SPEAK OUT' against bullying to address issues and create a productive working environment.

Over one million people took part in Ban Bullying at Work Day in 2006.

For a summary please contact Helen Trevorrow or Sara Manstan on 020 8960 8950.

<http://www.banbullyingatwork.com/>

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4./ Back to basics - decision making; it's your choice.

Decision making

We have mentioned this before but its worth repeating (and introducing to new subscribers).

If you are unhappy at work as a result of workplace bullying, or any other change in circumstances you have simply three alternatives.

- a) stay and try to alter things to suit you better
- b) stay for now, put up with the current situation, while looking for a new job
- c) get the hell out

That's it, just those three alternatives; there isn't another.

So news stories which say 'My boss drove me to the brink of suicide' could actually be re-written as 'I allowed the situation to go on so long that....'

Both Karen and I know from our personal experience that the whirlwind which sometimes accompanies bullying in the workplace confuses the senses and dulls our faculties. One of these damaged facilities is that of decision making.

Get a friend or relative or anyone you can depend upon to be straight with you to sit down with you.

Ask them to be clear and honest.

Examine the three alternatives and their consequences.

Their consequences for you in your current situation.

These can include money, career, health and more.

Set a date for the next get together and agree to make a decision, with a timetable for action.

'Examining my options' is not one of the alternatives.

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5./ Finding your own news stories and resources

News items and new resources on the web range from the sensationalist to the wimpy to the over studied to the excellent and imaginative.

The only way to sort the wheat from the chaff is to look at as many as you can.

Go to the regular Google search page and select 'News' from the menu above the search

box.

At the 'News' page on the left hand side you will see an envelope image entitled 'News Alerts'. Click on this link and you will have a short form to complete. In the search box enter: "workplace bullying" (the quotes are essential).

This will provide you with this link: (you may need to cut and paste this...)

<http://news.google.ca/news?hl=en&ned=ca&q=%22workplace+bullying%22&btnG=Search+News>

You will then receive email alerts of stories from around the world which mention workplace bullying.

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Take care,

Stephen and Karen

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No Bully For Me

On the web:

<http://www.nobullyforme.ca>

or

<http://www.nobullyforme.org>

Email: nobullyforme@gmail.com

Privacy: You have received this message as you have contacted No Bully For Me and/or are on our e-mailing list.

If you want to be removed from our mailing list please send us an email with 'unsubscribe' in the subject line. Thank you.

Karen and Stephen

No Bully For Me