



Ningwanuk Meshquajese — Wings of Change
Aboriginal Workers Education & Outreach Project

Section 6: Violence Prevention at Work

Violence at work is a growing and serious occupational hazard. The victim often experiences depression, irritability, anger, and a sense of anxiety and vulnerability. If the cause of the violence is not addressed then symptoms are likely to progress to chronic psychological problems or physical illness. At the same time, the organization often experiences decreased morale, poor interpersonal relationships, decreased productivity, increased absenteeism and increased staff turnover.

Display Poster of Seven Sacred Teachings

Wall posters available at
Occupational Health Centre 204-949-0811
or from Native Reflections - 1-800-522-9322
email: info@nativereflections.com
website: www.nativereflections.com

Form Sharing Circle

Smudge and Prayer

Introduce teachings about the Smudge and the ways of the Sharing Circle and the passing of the feather.

Check-In

Ask participants their name and to share something about themselves

Equate 7 Sacred Teachings & 3 Worker's Rights

Give history about the *Ningwanuk Meshquajese — Wings of Change project* and why the Advisory group decided :
7 Teachings + 3 worker's rights = Path to Workplace Health and Safety.

Fact sheet: Wings of Change

Describing Our Experiences with Workplace Violence

Invite participants to share an experiences with violence at work (actual/potential violence with clients, supervisors, coworkers)

Flip Chart paper
Coloured markers

What effect did the incident have on you, your coworkers, your family, others?
What did you and your workplace do about it?
What do you think should have been done?

Where Can Violence Happen in my Workplace

Ask participants to draw their workplace on flip chart paper and use coloured dots to indicate risk factors for violence re: working relationships, working alone, work design and physical work environment.

Hazard Mapping for Existing and Potential Workplace Violence Hazard 3

Flip Chart paper for each participant
Coloured markers or coloured dots

Creating more Secure Workplaces

Ask participants to pick one violence hazard from their shared stories. Also ask:

Violence at Work fact sheet

Why do you think this incident happened?
What could the workplace safety and health committee do to prevent this hazard in the future?
What can you do to help the committee?

Bullying at Work Fact sheet

If time permits: What Makes a Good Violence Prevention Policy?

Ask the group to brainstorm what they think are key pieces of information to be included in a comprehensive workplace violence policy. Handout the violence prevention policy worksheet to be done as homework.

Workplace Violence Prevention Policy Worksheet

Evaluation

Distribute evaluation forms. Inform participants that their anonymous responses will be used solely to improve future sessions.

Evaluation Form

Closing Sharing Circle Question

Ask participants: Was there anything useful during this workshop and if so, how could it be incorporated into your workplace?

Closing Reflection/Prayer

Invite participants to lead the closing prayer. Be prepared to say the prayer if no one volunteers.