

Greetings from bullyland!

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### 1./ Our NBFM Canadian survey on workplace bullying is continuing

Please do all you can to stimulate submissions - colleagues, present or former, and don't forget to send it to your union.

<http://www.nobullyforme.ca/cgi-bin/esurvey.cgi?action=viewSurvey&id=1123717406>

### 2./ Vancouver Area Meetings - what are you waiting for.....

The next two Vancouver area meetings will be on the second Saturday of each month, that is Saturday November 11th, and Saturday December 9th.

Yes we know the 11th November is part of a long weekend, but not one people tend to leave town for.

We will have a minutes silence at the start of the meeting at 11am.

The meetings are held between 11am and 1pm at the:

**(EDITED: Vancouver area meeting details only available to subscribers....)**

The meetings are a safe and supportative place to share your story, discuss some of their similarities and even remember how to smile or even laugh.....

For details of other local groups check our local groups (duh) page

<http://www.nobullyforme.ca/local.shtml>

### 3./ How support groups can help.

An unsolicited report from an attendee at the Vancouver area meetings came this lucid and powerful description of how peer support works:

(ed: identifying details removed)

Hi Karen & Stephen,

I just wanted to share with you what the meetings have done for me and why.

When I first came to a meeting I didn't say to much, if anything at all, and just listened. It was such a relief to hear people's

stories that were so similar to my own. It was also a relief to know I wasn't going crazy (okay maybe a little) and what was going on at work was bullying. I felt people were really sharing their true experiences and feelings around being bullied and that really helped me to identify with them. It also helped in knowing that my reaction to the bullying was very normal.

Secondly, I learned what bullying was. I really needed to know that my not being talked to by my boss and fellow coworkers was bullying. Along with the complaints that were always unsubstantiated and the phone calls at home to tell me I was going to be disciplined. It's unfortunate that my union local was not more educated on bullying because when I complained about these things to them they dismissed them for one reason or another. I really pushed for our union local to get more educated on this subject and our president actually started to recognize other problem areas in the City as bullying.

Thirdly, I learned what to do if I ever find myself in that position again. I'm one of those non-confrontational individuals and that needed to change. I needed to speak up at the first signs of bullying. I didn't need to get aggressive or resort to the bullies tactics but I did need to speak up when something occurred. I have had to do that once since returning to work and that was the end of it. I also know that if I ever find myself in that situation again and my first attempts to defuse it don't work I'll look for work elsewhere. I'm very grateful for all the people who stood up to the bully before me and even-though they all left they were very vocal in why they were leaving. This helped me in my harassment complaint against this individual as there was a clear history of confrontations with her staff. I would be sure to do the same and if I left I would not hesitate to say why.

It was also really important to hear how frustrating it was for others when it came to dealing with bullying and senior management and unions. I was not surprised by some of the things that were done (like chalking it all up to a personality conflict) and I have no doubt that I was continued to be bullied while on sick leave. Hearing that the unions provided little support just made me push that much harder and realize that most of it was due to lack of education around this issue. I think that is the only reason I ended up with a positive outcome is that I pushed (where before I would have just let it go) and just tried to provide the union with as much information about bullying as I could.

I needed to deal with this in my own time and in my own way. I really didn't think I would end up going back to work at the same place. When I first put two and two together and started to realize it was bullying my heart sank when I saw the statistics on how many bullied people loose their jobs. I really like what I do and I'm suited to it but I also know it's not the only job in the world. I got to the point when it came to the harassment complaint where the outcome didn't matter anymore just that I had a voice. I was really shocked when harassment was found.

Anyways, that is just my two cents. I can tell you without a doubt I would not be where I am right now if it were not for the meetings, the suggested reading, the referral to a doctor because I could be fighting depression or something else as a result of the bullying (which I was) and the encouragement that I received.

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## 4./ Local groups news

New groups are planned for Thunder Bay and Calgary - keep an eye on the local groups page.

Midland and area, Ontario

Would you please post an advertisement for the Midland and Area (Ontario) Workplace Bullying Support Group.

We meet the third Wednesday of every month at the Lifestyles Health and Wellness Centre (701 King Street, Midland).

Phone 705-549-0010 for information.

Vancouver Island

WorkLink Employment Society is pleased to announce a Support Group for Targets of Workplace Bullying

When? Meetings will take place on the first Wednesday of every month 5:30 -to 7:00 p.m.

Where? At Worklink on Vancouver Island, 2234 Sooke Road, in Colwood.

Meetings will be held in a safe and supportive environment. All those who have been targetted are welcome to attend, whether still in the bullying situation or not. Confidentiality is assured.

For information about Support Group Meetings, please call (250) 478-9525, or e-mail us

[surviving@worklink.bc.ca](mailto:surviving@worklink.bc.ca)

## 5./ News of the Vicki O'Brien piece in BC Business magazine

This from Vicki, thanks to all those who responded:

B.C. freelancer Vicki O'Brien thanks everyone who helped with her research for an article on bad bosses set to appear in the December issue of BC Business Magazine. "I was overwhelmed that so many people were willing to take the time and share such difficult, painful experiences," she writes. "While I was only able to use a couple of stories in this particular piece, I have filed them all away for a future article dedicated to bullying in the workplace. I will contact people again before using their story in print."

My piece will be published in December. Usually it runs in part, at least, at [bcbusinessmagazine.com](http://bcbusinessmagazine.com) but at other times they make the first page available, then direct people to subscriptions. If it helps, once the piece is published, I will send you a hard copy and you can post it on your site. Or you can request a free reprint from the mag... they always say yes as long as I give my permission, which I always do.

## 6./ Survey on returning to work

This from:

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Research Associate  
Centre for Families, Work & Well-Being  
University of Guelph  
Web: [www.worklifecanada.ca](http://www.worklifecanada.ca)

Just wanted to let you know that we are currently engaged in a research project to explore the experience of returning to work after a stress-related leave (which includes bullying).

If you are interested in linking to our webpage - please feel free. It can be found at [www.worklifecanada.ca/stress](http://www.worklifecanada.ca/stress)

Keep up the good work!!

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<http://www.worklifecanada.ca/stress>

Well we all have to return to work sometime, though it may feel impossible at some point in the process, so please support this research.

## 7./ Update from [mobbing.ca](http://mobbing.ca)

Since not all of us can receive html mail here is the weblink to the most recent newsletter from [mobbing.ca](http://mobbing.ca) - a useful overview and a personal step forward for its author.

[http://members.shaw.ca/mobbing/mobbingCA/\\_email\\_1.htm](http://members.shaw.ca/mobbing/mobbingCA/_email_1.htm)

## 8./ Some recent news items about bullying in the workplace:

Human Resources having difficulty- can't we campaign to return to 'personnel departments'?

<http://www.personneltoday.com/Articles/2006/10/17/37689/Staff+pay+the+price+for+HR's+ambitions.html>

Study Explores Painful Metaphors Of Workplace Bullying

<http://www.emaxhealth.com/38/8060.html>

UK report - but is harassment of black or disabled workers bullying or something else?

<http://news.bbc.co.uk/2/hi/business/6076902.stm>

This from India - as so called 'outsourcing' continues to grow so will the pressures on the workers in the countries where the work is moved to....

<http://news.sawf.org/Lifestyle/25043.aspx>

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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](mailto: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