

Family Violence Prevention Training Manual

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**INDIGENOUS WHOLISTIC
HEALING SERVICES**



ELECTRONIC VERSION

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Family Enhancement Training

***Things we're going to talk about.

AGENDA

Substance abuse

Recognizing the signs of abuse.

- Understanding the increased risk of relationship violence in Indigenous communities.
- The cycle of violence
- Suicide
- Individual healing.

To better understand violence, what causes violence, and talk about ways we might Stop the Violence.

- No peace in the world without peace in the nations
- No peace in the nations without peace in the town
- No peace in the town without peace in the home
- No peace in the home without peace in the heart

Although Family Violence and Domestic violence are interconnected, this workshop deals with the whole Family.

- Breaking the cycle of Violence → Escaping the shadow of Fear.
- Why is family violence evident in many First Nations

Communities? Stress, Racism, Lack of education, Poverty, Financial problems, Low

self-esteem, Residential school issues, Colonialism.

- Residential Impact → Colonization → Loss of Language → Loss of Culture → Spiritual insensitivity → Forced Assimilation → Lied to → Be rid of the “INDIAN” Problem → Re-colonization and further oppression.

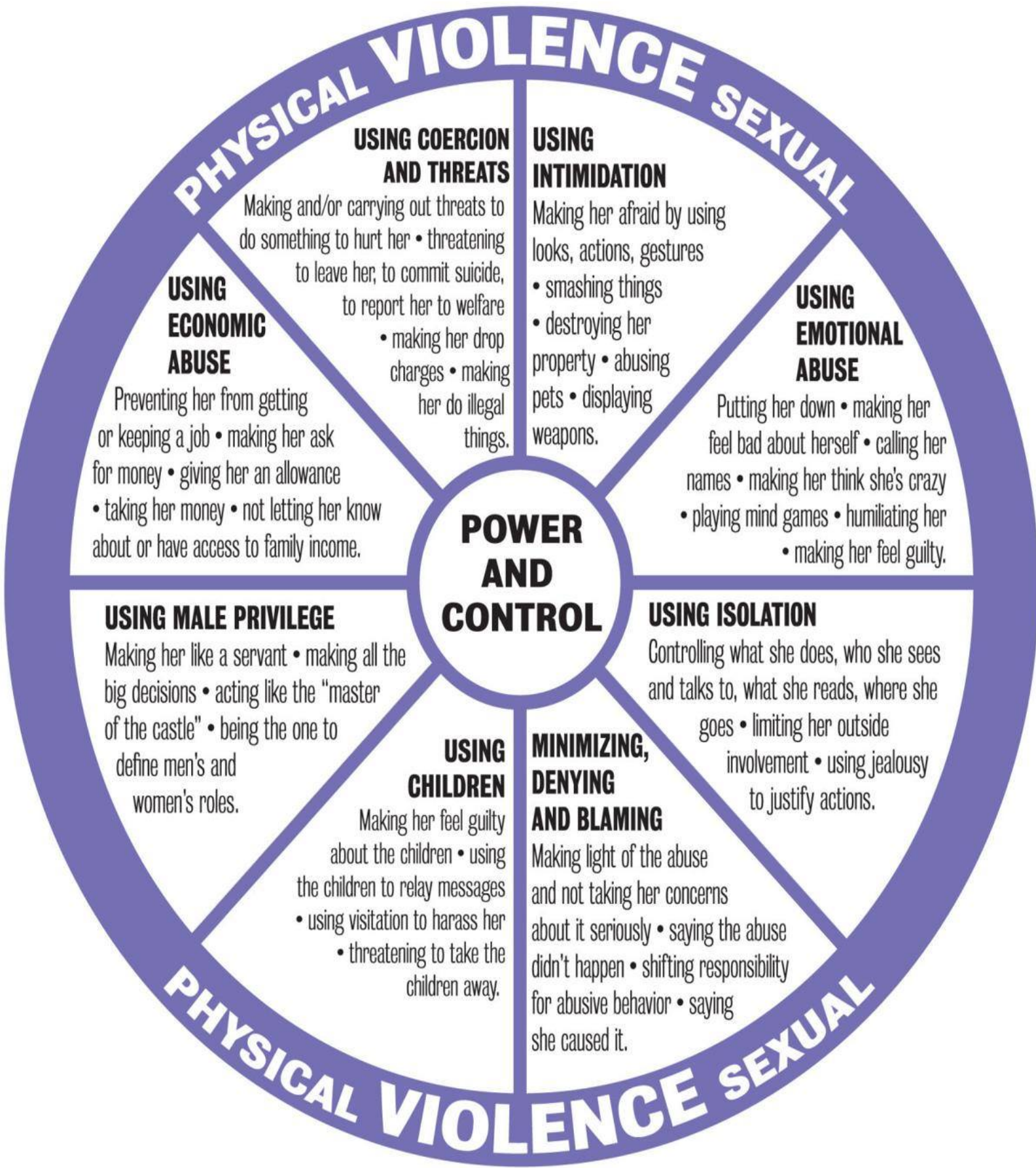
- Family violence is a learned behavior arising out of a need for power and control. As a learned behavior, it can be unlearned.

Family violence is ANY attempt to control the will of another. This power and control can be exercised in eight different ways:

- Intimidation → Emotional abuse → Isolation → Minimizing, denying, and blaming → Using children → Male privilege → Economic abuse → Coercion and threats

Coercion & Threats ... a form of domestic abuse.

- **making and/or carrying out threats to do something to hurt you**
- **threatening to commit suicide or report you to welfare**
- **making you drop charges**
- **making you do illegal things**



Intimidation ... a form of domestic abuse.

- Using Intimidation.
- Making you afraid by using looks, actions, and gestures.
- Smashing things.
- Destroying your property.
- Abusing pets.
- Displaying weapons.

Emotional Abuse ...a form of domestic violence.

- putting you down
- making you feel bad about yourself
- calling you names
- making you think your crazy
- playing mind games
- humiliating you
- making you feel guilty

Isolation ...a form of domestic abuse.

- Controlling what you do, who you see and talk to, what you read and where you go.
- Limiting your outside involvements.
- Using jealousy to justify actions.

Minimizing, Denying, & Blaming ...a form of domestic violence.

- Making light of the abuse and not taking your concerns about it seriously.
- Saying the abuse didn't happen.
- Shifting responsibility for abusive behavior.
- Saying you caused it.

Using Children ...a form of domestic abuse.

- Making you feel guilty about the children by telling you that you are a bad parent or by telling you the children need a two-parent home.
- Threatening to hurt the children.
- Using the children to relay messages.
- Using visitation to harass you.
- Threatening to take the children away.

Unearned Privilege ...a form of domestic abuse.

- Treating you like a servant.
- Making all the big decisions.
- Acting like the "master of the castle".
- Being the one to define men's and women's roles.

Economic Abuse ...a form of domestic abuse.

- Preventing you from getting or keeping a job.
- Making you ask for money.
- Giving you an allowance.
- Taking your money.
- Not letting you know about or have access to family income.

Taking responsibility for our actions is a good beginning to gain control of OUR LIVES!!

The process for healing includes a lot of work which begins with the following:

- Admit That a Problem exists.
 - Understand what the problem is.
 - Take responsibility.
 - Be willing to change.
 - Make amends.
-
- Love should make you feel happy, confident, secure, and safe.
 - Love should never hurt.
 - Love should not make you feel sad, angry, sick, afraid, guilty, or worthless.
 - If this is how your relationship makes you feel, then you need to take a closer look at what you are experiencing.
 - The first step to healing the harm caused by relationship violence starts with YOU.

Spouse Abuser Characteristics.

- ❖ Go into sudden rages.
- ❖ Feel insecure and jealous.
- ❖ Can appear charming and loving after the incident of battering.
- ❖ May have money difficulties, problems holding a job and possible legal issues.
- ❖ Low self-esteem.
- ❖ Not happy about themselves.
- ❖ Violence learned from parents.
- ❖ Some believe they are demonstrating discipline.
- ❖ Do not like being out of “control”.
- ❖ Fail to see alternatives: do not know what else to do.
- ❖ Both parties do not know how to back down from conflict.
- ❖ May feel powerless to change.
- ❖ Use of alcohol seems to be factor.
- ❖ Mental illness in less than 10%.

Battered Women:

Generally, report only as last resort:

Reasons:

- Fear For self
- For children
- Believe behavior will change
- Lack of financial support

Battered Women

Generally, report only as a last resort

Reasons:

- No one to turn to.
- No knowledge of where to go.
- Believes she is cause.
- Believes she must endure to keep family together.

Stages in the Violence:

The Build-up → The Attack → The Retreat → The Denial
→ The Quiet Period → The Cycle Begins Again.

Battered Men:

- o Battering not limited to women.
- o Men also rarely report.
- o Humiliation is multiplied for males.
- o Men feel as trapped as women do.
- o Same psychological and emotional effects
- o Guilt.
- o Loss of self-control.
- o Loss of control.
- o Society less empathetic.
- o Fewer resources exist.

It's not your fault: Often, victims of violence feel that they have done something to cause the abuse. However, it is never your fault if someone abuses you.

All abusive behavior is WRONG ...sometimes it is against the law.

Get the protection you need for you and your children. If necessary, call on the appropriate authorities and people for help.

BE WHO YOU SAY YOU ARE!!

Alcohol use directly affects Thinking Process and physical function.

Communication is the basic building block of our relationships.

It is through communication that we convey our thoughts, feelings, and connection to one another.

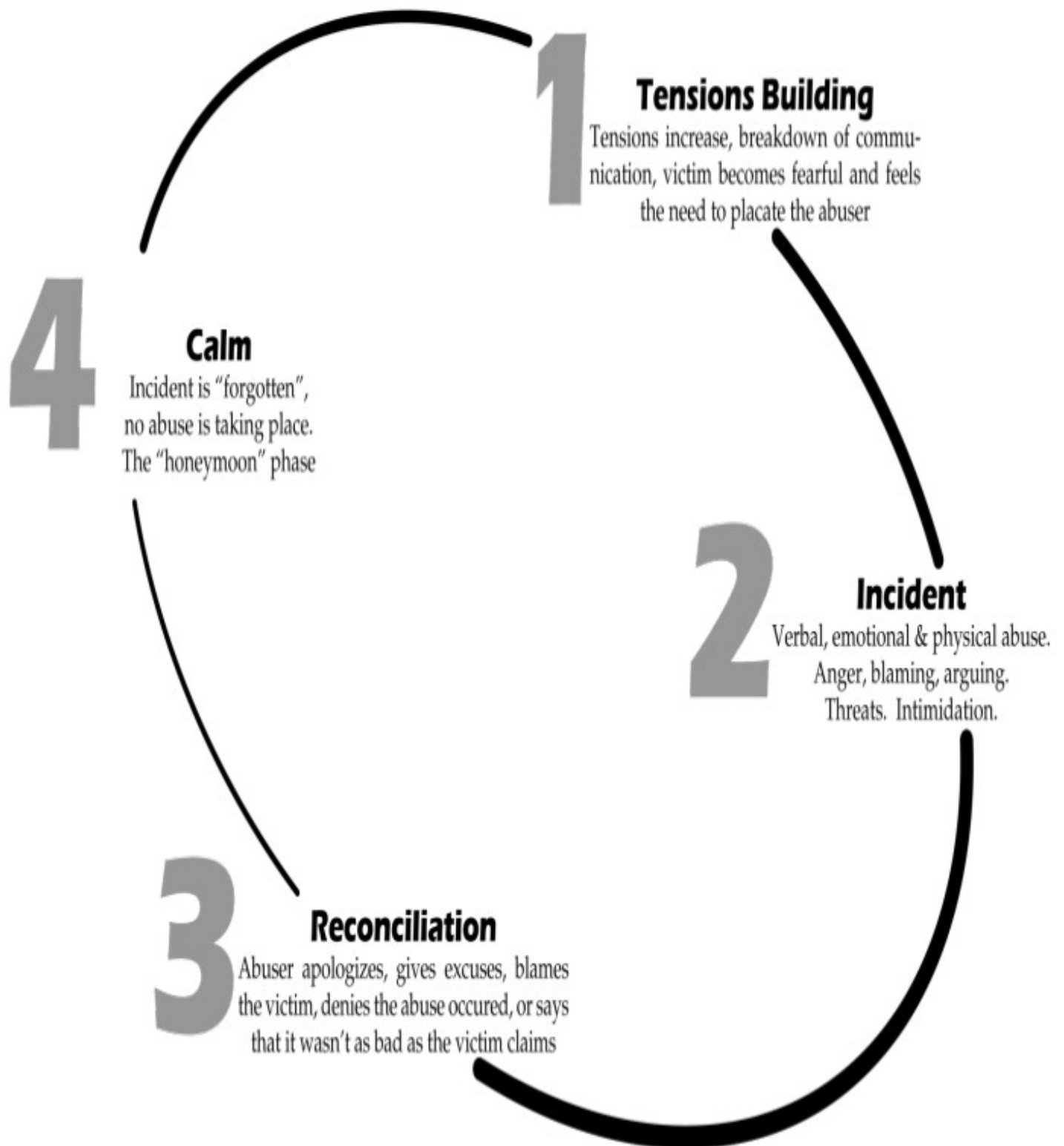
Developing good communication skills is critical for successful relationships, whether parent, child, spouse, or sibling relationship.

- We all have had experiences where (1) we have felt heard and understood and we've all had experiences (2) where we have felt misunderstood and even ignored.
- Generally, when we feel heard, we are less angry, stressed, and more open to resolving problems than when we feel misunderstood. Feeling heard and understood also develops trust and caring between people.

Communication is a two-way process.

- For communication to happen there must be (1) a sender--who conveys a message--and (2) a receiver--to whom the message is sent.
- In successful communication the sender is clear and accurately conveys the message she/he is trying to send. Also, the receiver clearly understands the message.
- Miscommunication occurs if the sender does not send a clear message and/or the receiver does not understand the message sent by the sender.

Cycle of Abuse



Definition of Domestic Violence

DOMESTIC VIOLENCE is defined as any use of physical or sexual force, actual or threatened, in an intimate relationship. It may include a single act of violence, or a number of acts forming a pattern of abuse through the use of assaultive and controlling behavior.

THE PATTERN OF ABUSE MAY INCLUDE:

- Physical abuse • Emotional abuse • Psychological abuse
- Sexual abuse • Criminal harassment (stalking)
- Threats to harm children, other family members, pets, and property

The violence is used to intimidate, humiliate, or frighten a partner of an intimate relationship, or to make them powerless.

INTIMATE RELATIONSHIP is defined as between opposite-sex or same-sex partners. These relationships vary in duration and legal formality, and include:

- Current and former dating relationships
- Current and former common-law relationships
- Current and former married relationships
- Persons who are the parents of one or more children, regardless of their marital status or whether they have lived together at any time

Domestic violence is also commonly referred to as:

- Domestic abuse
- Domestic assault
- Domestic conflict
 - Spousal abuse
 - Spousal assault
- Battering
- Intimate partner abuse
- Intimate partner assault
 - Relationship abuse
- Family violence

What We Know About Domestic Violence

It is difficult to obtain a complete picture of the full extent of domestic violence in Canada because it often remains hidden. A person who is being abused may endure the abuse for a long time before seeking support, while some victims never tell anyone about the abuse. The Alberta Council of Women's Shelters estimates that eighty per cent of women sheltered do not plan on reporting the abuse to police. A person who is being abused may be reluctant, unable to talk about, or report abuse for many different reasons.

They may:

- Be emotionally attached to the abusive partner
- Have strong beliefs about keeping their relationship or family together
- Fear that the abuser will retaliate against them or their loved ones
- Fear being stigmatized by others
- Be economically dependent on the abusive partner
- Live in an isolated area
- Be socially isolated from others
- Face communications, language, or cultural barriers
- Feel ashamed or powerless and lack access to information, resources, and support. In particular, victims may be reluctant to involve authorities because they:
- Do not want the abuser to be removed from the home, go to jail, or have a criminal record.
- Do not believe that involving the criminal justice system will stop the abuse.
- Do not believe that the criminal justice system can help or protect them.

According to Statistics Canada, between 1994 and 2003, spousal homicides represented approximately one-in-five solved homicides in Canada (18%) and almost half of all solved family homicides (47%).⁶ There were 1,695 family-related homicides between 1994 and 2003. Overall, six out of ten family-related homicides involved female victims. Rates of spousal homicide among the four Western provinces were higher than all other regions. In 2003, there were a total of 78 persons who were killed by their spouse in Canada, of which 64 were female victims and 14 were male victims. A history of family violence was present in 6 out of 10 spousal homicides. As well, in 2003, there were 59 homicides committed against children and youth (under the age of 18 years), representing 11% of all homicides in Canada. Slightly more than half of these homicides (53%) were committed by a family member. Finally, there were 35 homicides committed against older adults (aged 65 years and older), representing about 6% of all homicides in Canada. Almost one-third of these homicides (31%) were committed by a family member. Violence experienced by women tends to be more severe - and more often repeated - than the violence directed at men.

For example, compared to men, women were:

- Six times more likely to report being sexually assaulted
- Five times more likely to report being choked
- Five times more likely to require medical attention, as a result of an assault
- Three times more likely to be physically injured by an assault
- More than twice as likely to report being beaten
- Almost twice as likely to report being threatened with, or having a gun or knife used against them
- Much more likely to fear for their lives, or be afraid for their children as a result of the violence
- More likely to have sleeping problems, suffer depression or anxiety attacks, or have lowered self-esteem as a result of being abused
- More likely to report repeated victimization. Some researchers have noted that women also experience higher levels of certain types of emotional abuse.

Compared to men, women:

- Were four times more likely to report being threatened, harmed, or having someone close to them threatened or harmed
- Were four times more likely to report being denied access to family income
- Were more than twice as likely to report having their property damaged or their

possessions destroyed.

- Reported a higher incidence of being isolated from family and friends
- Reported a higher rate of name-calling and put-downs.

To respond effectively, criminal justice professionals should approach domestic violence cases with the following factors in mind:

Domestic violence:

- Is a serious crime
- Is an abuse of trust
- Takes many forms, although only behavior that is “criminal” can trigger prosecution
- Can have devastating effect upon the victim, families, and children who witness or live with the consequences of that violence
- Is likely to become more frequent and more serious the longer it continues
- Can result in death.

Historically, the legal system has become involved only after:

- The pattern of abuse is well established
- The level of physical injury has become serious
- The violence has spread beyond the intimate relationship or family.

In some cases, victims of domestic violence:

1. Continue to live with their abuser
2. Are financially, emotionally, and psychologically dependent on their abuser
3. Experience continuing threats to their safety
4. Find it difficult to give evidence in court because of the complex nature of domestic violence
5. Have difficult decisions to make that will affect their lives and the lives of those close to them (particularly those who may have suffered over a considerable period of time)
6. May blame themselves or feel that agencies may blame them
7. Do not make complaints of domestic violence in a timely fashion or at all for fear of reprisals, intimidation, or a number of other factors.
8. May fear reporting offences, especially if they are disabled people or elderly and the abuser is also the caregiver.

- A victim's first contact with law enforcement or the courts rarely happens after the first or second domestic violence incident
- A victim may be involved in a criminal proceeding, a civil matter, custody, support and visitation proceedings, and a matrimonial action, in multiple courts.

This fragmentation coupled with differing standards of proof and rules of procedure can demoralize and inadvertently endanger victims and their children.

- The costs of being involved with the criminal justice and legal systems in money, time, work, privacy, and retaliation by the abuser can be daunting for victims.
- The lives of others (including children) may be at risk.
- Failure to obey a subpoena, or failure to testify against the abusive partner may be a product of the victim's judgment, that it is better not to aggravate the abuser by testifying.

Early intervention and a coordinated response to domestic violence:

- Provides the best path to protecting the victims and their children
- Prevents the escalation of a pattern of abuse
- Reduces the rate of domestic homicide and serious assaults
- Where possible, maintains family stability.

UNDERSTANDING THE ABUSER

believe that anger is the cause, power and control over the victim is the prime objective of the abuser. Tactics that abusers employ may include isolation, threats, occasional indulgences, and demonstrations of omnipotence, degradation, and enforcement of trivial demands. Abusers may employ similar patterns of physical, sexual, financial, and emotional coercion to control their victims. These tactics prevent victims from leaving abusive relationships.

Control tactics may also include:

- Emotional abuse
- Threats/acts to kidnap, sexually abuse, or physically harm victim's children
- Controlling finances
- Sexually abusing victim
- Threats of suicide/homicide
- Harassment. According to the

National Judicial Institute on Domestic Violence, there are five central characteristics of domestic violence:

- Domestic violence is learned behaviour
- Domestic violence typically involves repetitive behaviour, encompassing different types of abuse.
- The batterer, not substance abuse, the victim, or the relationship, causes domestic violence
- Danger to the victim and children is likely to increase at the time of separation
- The victim's behaviour is often a way of ensuring survival. Some abusers extend their controlling tactics to situations within the courtroom, before, during or after the proceedings

These may include:

- Physical assaults or threats of violence against the victim, those providing refuge, and others inside the courtroom
- Threats to take the children through custody/access
- Coercion to withdraw the charges or recant.
- Following victim in or out of court.
- Sending notes or "looks" during proceedings (an abuser can send threatening messages to the victim through body language that will go unnoticed by all others present)
- Bringing family or friends to court to intimidate the victim
- Speeches about how the victim "made me do it"
- Statements of profound devotion or remorse to the victim and court
- Repeated requests for delays in proceedings • Changing counsel or failure to follow through with appointments
- Intervening in the delivery of information from the court to the victim so that the victim will be unaware of when to appear
- Requests for mutual orders of protection as a way to continue control over the victim and manipulate the court

- Continually testing the limits of parenting time or support arrangements (e.g. arriving late or not appearing at appointed times, failing to make support payments)
- Threats and/or initiation of custody fights to gain leverage in negotiations over financial issues.
- Initiating retaliatory litigation against the victim or others who support the victim
 - Enlisting the aid of parent rights groups to verbally harass the victim (and sometimes courts) into compliance with demands
- Using any evidence of damage resulting from the abuse as evidence that the victim is an unfit parent. It is important to remember that because domestic abuse takes many forms, only behaviour that is defined as criminal can trigger prosecution. On the other hand, the emotional or financial abuse frequent in most battering relationships will go unchallenged.

HOW TO ASSESS MUTUAL CLAIMS OF ABUSE

According to University of New Brunswick Professor, Linda C. Neilson,¹² scrutiny of past conduct and the power and control dynamics of the relationship are critical to accurate assessment when intimate partners make allegations of abuse against each other. She asserts that

when male partners claim that female partners are also violent, this can be a reflection of several distinct realities, including:

- Women and men do engage in acts of violence, usually relatively minor acts of violence, during conflict in non-abusive relationships
 - Such acts of violence tend to be far less dangerous than abusive violence
- While no violence can be condoned, female victim violence within an abusive relationship is more complicated and thus more difficult to understand
- Women who are victims of intimate-partner abuse do engage in violence and violent self defense, violent retaliation, violent reaction to abuse, violent resistance
- Victims of abuse may even initiate violence in an effort to get imminent violence over with, as a reaction to past abuse, or to deflect violence against children
- The vast majority of victims of domestic violence are women
- Abusive violence causes more psychological and physical damage, is more likely to escalate, and is far more dangerous than non-threatening, isolated violence

- Domination, intimidation, degradation, and control are the essential elements of abusive violence
- When domination and control are absent, it is questionable that what is being reported is abusive violence. It is more likely that what is being reported is a form of violence during conflict
- Although abuse victims can and do commit violent acts, the violence is not abusive because it is the abuser, not the victim, who is dominating, intimidating, degrading, and controlling. When partners are abusive, they do not have to use violence to terrorize. Threats in the face of prior violence will suffice. Despite the absence of objective, observable violent action, patterns of abuse may continue. A victim of abuse will quickly learn to read signals from the abuser – certain words, or body language may easily convey threats of harm if understood in the context of that relationship. In sum, Neilson states that the only way to assess mutual claims of intimate partner violence is by careful consideration of context including:

- Indicators of domination and control
- Patterns of violent action
- Emotional abuse
- Social and cultural context
- Victim vulnerability
- Psychological (as well as physical) impact on victim.

CONTROL TACTICS

- Isolation
- Keeps victim focused on abuser
 - Depletes victim's inner resources
- Occasionally indulges victim to ensure compliance
- Powerful and feared
- Threatens
- Enforces trivial demands

INDICATORS THAT SOMEONE IS BEING CONTROLLED

- Protective of partner
 - Minimizes, denies abuse
- Minimizes, denies danger to self and/or children
- Hopeful, believes abuse will not happen again
- Views abuse as their fault, believes they provoked it
- Dependent upon approval from others
- May have witnessed abuse or been abused in childhood
- Looks to others or partner for direction and approval
- Focuses on positive aspects of partner
- Rationalizes or explains abuse in relation to partner's problems or stresses
 - Numb, flat affect
- Holds belief that partner is more important
- Views self as weak, dependent, and needy of partner.

DOMESTIC TERRORIST

The following characteristics identify the "domestic terrorist"¹⁴ personality. According to

experts, the "domestic terrorist" has a very high lethality index:

- Unpredictable outbursts
- Unpredictable physical violence (biting almost universal)
- Undermines partner's sense of autonomy:
 - o Controls sleep/wake cycle
 - o Controls personal hygiene
 - o Controls toilet routine/schedule
 - o Controls eating patterns (deprivation)
- Sexual enslavement
- Sexual violence – bondage, clamping devices, strangulation, foreign object insertions (anal), forced sex with others.

Police are encouraged to refer perpetrators of domestic Violence to the National Domestic Violence Hotline at 1- 800-799-SAFE (7233), 1-800-787-3224 (TDD), or www.ndvh.org/. They can provide you with helpful contact information.

If you are the Victim of Violence:

Begin to think about how you can plan for your own safety and happiness. Waiting for abusers to change and trying harder to please them will not work.

Find out what resources are available in your area for victims of partner abuse. A good place to start is your state or county department of social services. At a safe time, when the abuser is not around, call a local domestic violence program. Tell them what has happened and ask what your choices are to protect yourself. Think about the answers to your questions and call again if you need to know more.

If you are considering leaving your abuser, make safety plans before you talk about separation. Discuss the abuser's pattern of violence with someone at a crisis line or domestic violence program and think about what risks there might be if you talk about leaving. Try to keep enough money in a protected place to use when you need it to get to safety. Some victims find it best to go to a shelter where they can be safe before they tell the abuser that they are leaving.

If you can do it safely, encourage the abuser to go to a group for batterers. There are now many such groups including ones for men, women, gays, lesbians, and ethnic and religious groups. This way, an abuser can get help from specially trained experts so that they may learn to change their beliefs and behaviors. You may still need to live apart from the abuser while that person is in treatment. Changing patterns of behavior can take a long time.

If you think you are in danger, you probably are. You are the expert at sensing when things are getting bad. Listen to your inner voice – it exists to protect you and your children. Flee at once to a safe location or call the police. Ask what legal protections are available to you and use whatever you need to be sure you are safe. Don't let the police leave you alone with the abuser. Be sure to note any injuries and make sure medical personnel note that the injuries were the result of an assault, not falling downstairs or other "accidents."

IF YOU ARE AN ABUSER:

Get help to end your violent behavior. Hurting the people, you love will cost you their trust and respect as well as your own self-respect. You may lose your loved ones permanently. No one likes to be violent or to get hurt.

Realize that you can change. Others have gone through this and found ways to stop their violent behavior. Their lives and relationships with those they love have gotten better. Call a state or local domestic violence program or hotline. You don't have to give your name to get information. Ask for referrals to a batterer's group or expert therapist in your area. Be honest with the people running the group or with an individual therapist about your history of violence. Let them know that you want to change the violent behavior. Don't wait until a judge requires you to go to treatment.

IF YOU ARE A FRIEND OR FAMILY MEMBER

You can do something. Encourage the victim to get to safety and help keep that person and their children safe. Don't accept excuses for violence from people you love.

Call police if the victim cannot.

WHAT IS DOMESTIC VIOLENCE?

Domestic violence – also called spouse abuse, family violence, and wife beating – is abusive and violent behavior between people who are married or living together, or who have an ongoing or prior intimate relationship or couples who have children together. Although approximately 95 percent of victims are women, men can also be victims.

The abuse can be physical, ranging from slaps and kicks to punching and stabbing; or psychological, including threats or verbal abuse that makes a person fear for their own safety or for the safety of their children or even their pets.

GETTING HELP: SAFETY PLANNING

If you are still in the relationship:

1. Think of a safe place to go if violence occurs avoid rooms with no exits (bathrooms) or rooms with weapons (kitchen).
2. Think about and make a list of safe people to contact.
3. Keep change with you at all times.
4. Memorize all important numbers.
5. Establish a “code word” or sign so that family, friends, teachers, or co-workers know when to call for help.
6. Think about what you will say to your partner if they become violent.
7. Remember that you have the right to live without fear and violence.

If you have left the relationship:

1. Change your phone number.
2. Screen calls.
3. Save and document all contacts, messages, injuries or other incidents involving the abuser.
4. Change locks.
5. Avoid staying alone.
6. Plan how to get away if confronted.
7. If you have to meet, do so in public.
8. Vary your routine.
9. Notify school and work contacts.
10. Call your local domestic violence program.

If you leave the relationship or are thinking of leaving, take important documents with you to enable you to apply for benefits or take legal action, such as social security cards, birth certificates, your marriage license, leases or deeds regardless of whose name is on them, your check book and credit cards, bank statements, insurance policies, proof of income like check stubs or W-2 forms and any documentation of abuse like photos, police reports, medical records, etc.

What is a Safety Plan?

Every person in an abusive relationship needs a safety plan individualized for their needs. Important factors are age (of both the victim and any children involved), marital status, geographic location and resources available. Most contain common elements such as:

PLANNING ESCAPE ROUTES. Doors, first floor windows, basement exits, elevators, and stairwells. Rehearse different strategies and include your children if possible (practice can be called “fire drills” to lessen children’s anxiety). Choosing a place to go. Such as the home of a friend, relative or neighbor who will offer unconditional support or even to a motel, hotel or local shelter – most importantly somewhere where you will be safe.

PACKING A SURVIVAL KIT. Money for cab fare, change of clothes, extra house and car keys, important papers, medications, restraining or protection orders, child custody or child support orders, address books, and any items of exceptional personal value or meaning. The kit can be left with a trusted friend, relative or neighbor, kept in a safe deposit box, or, only as a last resort, hidden in your home.

STARTING ECONOMIC FREEDOM. Try to open an individual savings account. Have statements sent to a trusted relative or friend or arrange for electronic-only account notification to prevent your abuser from having knowledge of your account.

KNOWING IMPORTANT NUMBERS. Memorize the number for your local domestic violence program or hotline. Remember that you can always call 911 for assistance.

Review your safety plan monthly!

SAFE AND HEALTHY RELATIONSHIPS

PARTNERSHIPS have joint decision making and shared responsibilities determined together.

ECONOMIC EQUALITY means the freedom to decide about issues of work, school and money.

HONEST EMOTIONS can flourish when both parties feel safe to admit fears or insecurities.

SEXUAL RESPECT is accepting that no means no and honoring your partner’s feelings and needs.

PHYSICAL SAFETY includes respect for your partner’s physical space and includes non-violent forms of self-expression.

SUPPORTIVE & TRUSTING relationships happen when both sides listen to their partner and value their feelings and opinions.

ABUSIVE RELATIONSHIPS

DOMINATION occurs when the abuser makes all or most decisions in a servant/master relationship.

ECONOMIC CONTROL occurs when you are denied the ability to work and/or access to joint money is withheld from you.

EMOTIONAL ABUSE can take the form of jealousy, stress, and frustration as an excuse for violence.

SEXUAL ABUSE occurs when a partner forces sex on you physically or uses emotional leverage or threats to force you to “give in”.

PHYSICAL ABUSE includes hitting, choking, restraining, threatening, or brandishing weapons, even if not used.

CONTROLLING RELATIONSHIPS center on verbal abuse, mind games, and isolating the victim from support systems.

INDIGENOUS PEOPLE & LATERAL VIOLENCE

Although a worldwide occurrence, this fact sheet is about how lateral violence impacts Indigenous people. Unlike workplace bullying, lateral violence differs in that Indigenous people are now abusing their own people in similar ways that they have been abused. It is a cycle of abuse and its roots lie in factors such as:

COLONISATION, OPPRESSION, INTERGENERATIONAL TRAUMA AND THE ONGOING EXPERIENCES OF RACISM AND DISCRIMINATION.

Through these factors Indigenous people now become the oppressor and within the workplace or community they now direct abuse to people of their own gender, culture, sexuality, and profession. In other words, instead of directing their anger at the oppressor, these workplace or community aggressors now direct their anger at their own peers or community members.

Another term for lateral violence also includes: • BULLYING

“When a powerful oppressor has directed oppression against a group for a period of time, members of the oppressed group feel powerless to fight back and they eventually turn their anger against each other.”

– Jane Middleton-Moz

- horizontal hostilities/ violence
- internalized colonialism
- relational aggression

HOW DOES THIS AFFECT INDIGENOUS PEOPLE?

Lateral violence is a learned behaviour as a result of colonialism and patriarchal methods of governing and developing a society. For Indigenous people, this has meant that due to residential schools, discrimination and racism; Indigenous people were forced to stop practicing their traditional teachings of oneness. As a result of this trauma, some Indigenous people have developed social skills and work practices which do not necessary create healthy workplaces or communities. Since many Indigenous people work in environments which maybe predominately Indigenous, these practices mean that Indigenous people are now causing pain and suffering on their own people.

“Lateral violence has impacted indigenous peoples throughout the world to the point of where we harm each other in our communities and workplaces on a daily basis.”

THE EFFECTS OF LATERAL VIOLENCE

On a personal level, depending on the severity of the lateral violence there are a lot of health problems that can manifest for the individual being targeted. They could experience:

- Sleep disorders either not being able to sleep or not wanting to get out of bed in the morning.
- Changes in eating habits – either eating more or less or differently.
- Weight loss or gain.
- Moodiness – lack of sleep will usually mean that you won't be all that happy.
- Self-doubt—you question all your decisions and abilities.
- Decreased self-confidence.
- Feelings of worthlessness.
- Forgetfulness.
- Chronic anxiety.

BUILDING A FOUNDATION FOR HEALTHY LIVING

VALUES THAT ARE HURTING OTHERS IN YOUR LIFE?

VALUES IN MY LIFE THAT ARE NOT HEALTHY

HEALTHY VALUES IN MY LIFE

POSITIVE VALUES

POSITIVE CHARACTERISTICS

POSITIVE BEHAVIOR