

Continuing Education Workshop

Workplace Bullying: An Introductory Workshop

Tuesday, October 9, 2007 9 a.m.–4 p.m.

Course Description

Workplace bullying is an insidious aspect of most contemporary work. For 20 years in Europe, research and laws have addressed it. Now it is an emergent American issue, less taboo than before, attracting popular media and business press attention. Anti-bullying legislation has been introduced in 13 states since 2003, although none has yet passed.

A 2007 poll estimates that 44 percent of workers have experienced bullying in their work lives. Bullying, a form of harassment, cuts across lines of gender, race, age, and organizational rank.

Bullying, a type of non-physical violence, is a costly epidemic for individuals who are targeted by it. Employers suffer, too. Bullies inhibit productivity by causing turnover, absenteeism, sabotage, and claims for workers compensation and disability insurance.

Bullying is a vexing problem for mental health, medical, and legal professionals as well as for institutional helpers – human resources, employee assistance. With better understanding, providers can become compassionate agents for change within their organizations.

Individuals need not remain victims and suffer a decline in health from stress-related complications. There are reversal strategies to foster personal dignity. Techniques are shared in this workshop.

Target Audience

The workshop is free and open to the public. The morning session will explore the phenomenon; the workshop continues in the afternoon with a second session designed mainly for professionals.

The workshop will be of special interest to those who work in human relations and employee assistance, as well as social workers or therapists. Professionals in these areas who attend for the full day can earn six hours of continuing education credit.

Presenters

Drs. Gary and Ruth Namie are authors of *The Bully At Work*, founders of the Workplace Bullying Institute (bullyinginstitute.org) and pioneers in the U.S. anti-bullying movement. Both have doctorates: Gary in social psychology, Ruth in clinical psychology.

They will share their decade of experience helping targets, educating the public via more than 600 media appearances, conducting research, training mental health workers, and educating the courts and state lawmakers.

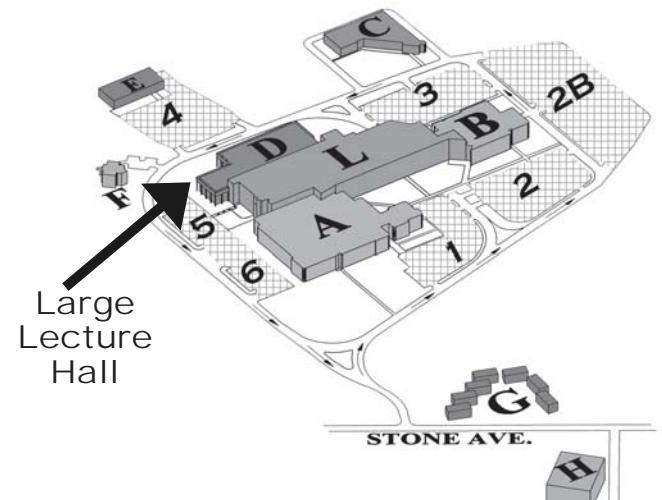
Location

Applied Technology Building
Large Lecture Hall, D103
Entrance #14

Learning Objectives

By the conclusion of the workshop, you will gain both intellectual knowledge and hands-on experience with specific tools to use in your professional practice. Specifically, you will be able to:

1. describe the origin of bullying, motives of aggressors, and three relevant explanatory domains – target characteristics, perpetrator characteristics and work environment,
2. list several stress-related health complications that bullied individuals suffer in both psychological/emotional and physical terms,
3. discuss, then list ways that organizations are affected,
4. create, then write a coaching or counseling plan for bullied clients,
5. describe barriers to client success recovering from bullying.



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This workshop has been made possible by generous grants from The Kind World Foundation of the Siouxland Community Foundation, The Waitt Family Foundation, and The Waitt Institute for Violence Prevention.

Program

Morning: 9 a.m. to noon

The Phenomenon

Workplace bullying defined, how does workplace bullying differ from incivility?; why the silence?; bullying-prone workplaces; tactics of perpetrators; profile of bullied targets; impact of bullying on people; costs to organizations.

Solutions

What one person can do; what co-workers should do (and why they don't); employer strategies: short- and long-term; public policy changes: examples of international law.

Afternoon: 1 p.m. to 4 p.m.

Clinical Session

Issues that adversely affect mental health providers; bullied client presentation problems; predictable misdiagnoses; effective treatment strategies.



Fee

\$10 for those registering for CEUs. (6 credits for full-day attendance.)

No charge for general attendance.

Course Number

08/FY-CPCE-1090-01 (Attendance for social work continuing education hours-Iowa Board of Social Work Examiners #64))

08/FY-CPCE-1090-02 (Attendance only)

08/FY-CPCE-1090-03 (Attendance for HRCI credit)

Registration

Phone WITCC Registration at (712) 274-6404 or toll-free at (800) 352-4649. After 4:30 p.m. weekdays and from 8:00 a.m. to noon Saturdays, phone (712) 274-6400.

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Western Iowa Tech
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Continuing
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Workshop

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presented by
Drs. Gary and Ruth Namie

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4647 Stone Avenue
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