

## WHERE DOES IT HAPPEN?

- Lateral Violence can occur in the home, workplace, and community environment.

## WHO ARE THE VICTIMS?

Anyone can be a target of Lateral Violence.

There are situations that can predispose an individual(s) to experiencing Lateral Violence.

## WHAT ARE THE EFFECTS?

There are several factors including the severity of Lateral Violence. There are a lot of health problems that manifest themselves in an individual who is being targeted such as:

- Sleep disorders (too much or too little)
- Changes in eating habits (too little or too much)
- Weight loss or gain
- Moodiness
- Decreased confidence
- Feelings of worthlessness
- Forgetfulness
- Anxiety
- Depression
- High absenteeism (school or work)
- Weakened immune system



## THE COSTS?

Lateral Violence not only affects the individual who is experiencing it, it also impacts the family, friends, co-workers, and the community. The rumor mongering and gossiping does cost an organization.

It produces toxicity and un-productivity and creates an environment where there is:

- High turnover in staff
- Loss of credibility
- Low morale
- Decreased client services
- Increased financial costs
- Increased absenteeism
- Lack of teamwork
- Unhealthy competition



Individuals who feel they have no options and if the Lateral Violence continues and gets worse. The individual may experience more intense emotional, mental, and physical deterioration. In the extreme it can end in suicide or violent death.

## WHAT TO DO?

If you are a target of inappropriate verbal, non verbal and physical aggressive behavior you can:

- Report it
- Keep a record, time, date, location and witnesses
- Address your concerns
- Seek help
- Seek external advice



HEALTH SERVICES  
DEPARTMENT

# LATERAL VIOLENCE HURTS

CAUSING PAIN AND SUFFERING  
**STOP..... THINK**

The idea that some lives matter less is the root of all that is wrong with the world. Dr. Paul Farmer



## WHAT IS IT?

Although Lateral Violence happens world-wide and across various cultures. Our focus is on the root causes, effects and impact as Aboriginal People in our communities nationwide. Aboriginal People are now abusing their own people and it's roots lie in some of the historical factors such as:

- Colonization:
- Oppression
- Assimilation:
- Intergenerational Traumas
- Racism
- Discrimination

It's from these factors that as Aboriginal People we have now become the oppressors, within family, peers, work, and community environments.

### HOW DOES IT AFFECT US?

Lateral Violence is a learned behavior. It is mimicking or imitating behaviours, social skills, attitudes and work practices that Aboriginal People have learned and developed from a dominant group (oppressor) that do not promote nor create healthy families, peer relationships, work and community environments.

### WHO COMMITS LATERAL VIOLENCE?

- Family Members
- Friends (Peers)
- Co-Workers
- Community Members
- Supervisors
- People in Authority: Politicians, Executives, Educators, Doctors, Police, Directors, Nurses.....



## WHAT ARE THE BEHAVIOURS LINKED TO LATERAL VIOLENCE?

Lateral Violence takes on toxic behaviours. It is any verbal and behavioural action to make a person feel bad. It's the constant barrage of negative verbal, non verbal, and behaviours that are similar to BULLYING AND HARASSMENT.

In its extreme form, Lateral Violence can be conscious, with the deliberate act of meanness with the intention to inflict mental, emotional, and physical harm.



BEHAVIOURAL SIGNS OF LATERAL VIOLENCE include:

- GOSSIPING
- NON VERBAL IMITATIONS (raising eyebrows, making faces, rolling eyes) also known as innuendos
- NAME CALLING
- SARCASM
- HUMILIATING
- EMBARRASSING
- BICKERING
- UNDERMINING
- BELITTLING
- BLAMING
- YELLING
- USING PROFANITY



- MAKING UP OR EXAGGERATING
- MAKING SNIDE COMMENTS AND REMARKS
- MAKING JOKES THAT ARE OFFENSIVE
- PUT DOWNS
- RUMOR MONGERING
- IGNORING, EXCLUDING, ALIENATING
- BACKSTABBING
- BREAKING CONFIDENCE
- PHYSICAL VIOLENCE
- SABOTAGE



### WHY DOES IT HAPPEN?

Lateral Violence occurs when people have endured oppression and suppressed feelings such as anger, shame, and rage. These feelings eventually manifest themselves in verbal, non verbal and physical behaviours, such as, jealousy, resentment, blame, bitterness and can also involve physical aggressive behaviours. These behaviours are used to dominate, manipulate, control, induce fear, humiliate, and embarrass to diminish others.

"It has always been a mystery to me how people can feel themselves honoured by humiliating their fellow human beings." MH