

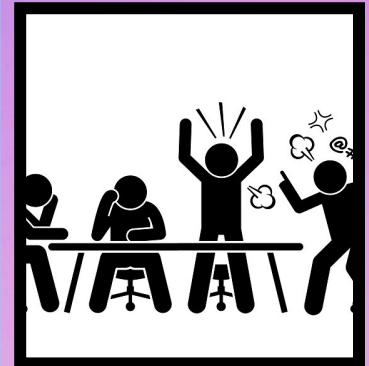
LATERAL VIOLENCE IN THE WORKPLACE

WHO CARRIES OUT LATERAL VIOLENCE?

Boss
Supervisor
Co-workers
Friends
Family Members
Peers
Authority Figures
Community Members

Source:

<https://www.nwac.ca/wp-content/uploads/2015/05/2011-Aboriginal-Lateral-Violence.pdf>



Some frequent forms of lateral violence are:

- Non-verbal innuendo-like raising eyebrows, face-making or making obscene gestures
- Bullying- bullying people for having a lighter or darker skin tone and for not looking Aboriginal
- Malicious gossip- including spreading rumours or gossip about a subject's cultural identity
- Verbal affront which can be overt or covert and include snide remarks, lack of openness, abrupt responses, gossiping, name calling
- Shaming (humiliate, embarrass publicly)
- Purposely withholding information (no team work)
- Sabotage (deliberately setting up a negative situation)
- Infighting (bickering, family feuds, forming a clique at work)
- Scapegoating (singling out one person to blame)
- organisational conflict (disagreement, misunderstanding, insubordination)
- social exclusion isolating someone from their friends, peer group, or work group

• Source: Bullying & lateral violence - Creative Spirits, retrieved from <https://www.creativespirits.info/aboriginal-culture/people/bullying-lateral-violence>

“As you spend more time there you become the recipient of gossip and rumour mongering, staff sharing information with you that paints others in a bad light, and backstabbing co-workers. You are given unreasonable deadlines, you cannot access the people and information you need to complete your work, and your efforts to meet with Norman are blocked. You hear comments in the hallway that you are have taken a job that should have gone to someone in the community. “

Source: <https://www.ictinc.ca/blog/aboriginal-lateral-violence-in-the-workplace>

WHAT CAN BE DONE TO PREVENT OR REDUCE LATERAL VIOLENCE IN THE WORKPLACE?

- Conflict Resolution Training
- Encourage Teamwork by team building
- Support and Assist each other, collaborate
- Clear , concise Communication
- Respect everyone
- Listen to others ideas, visions and perspectives
- Follow organizational policy on grievance if there is an issue

EXCELLENT RESOURCE TO READ BY THE 'ABORIGINAL HEALING FOUNDATION':

<http://www.ahf.ca/downloads/lateral-violence-english.pdf>



1-800-318-4455