

Building Respectful, Inclusive Communities

(Resident Handout)

1. Respectful Community

- Respect is:
 - Accepting everyone
 - Valuing others
 - Being tolerant of people who are different from you

2. Inclusive Community

- Welcoming everyone
- Promoting a sense of belonging
- Fostering positive relationships

3. Challenges in Congregate Living

- Living in close proximity
- Sharing common spaces
- Diverse backgrounds and experiences
- Differing points of view
- Negative social interactions, such as bullying

4. What is Bullying?

- Intentional, repetitive, aggressive behaviour
- Causes discomfort and/or harm
- Involves an imbalance of power
- Not the same as a disagreement

5. Types of Bullying

- Verbal/Non-Verbal bullying is communication that hurts or humiliates another person.
 - Example: “You’re fat!” “You’re ugly!”
- Physical bullying is physically hurting, or threatening another person, or taking or damaging their property.
 - Example: sliding a note under the door that says, “Watch out!”
- Social-Relational bullying is ignoring, isolating, excluding, gossiping, or spreading rumours about another person.
 - Example: “You can’t sit with us.” or “No one likes you.”

6. What is Bullying?

- Bullying is considered discriminatory harassment if it involves any of the prohibited grounds under the Saskatchewan Human Rights Code
- Prohibited Grounds:
 - Age; Race/Perceived Race; Religion/Religious Creed; Ancestry/Nationality/Place of Origin; Biological Sex; Gender Identity; Sexual Orientation; Family Status; Marital Status; Mental/Physical Disability; Colour; Receipt of Public Assistance

7. Who is impacted by bullying?

- The person being bullied
- The person who bullies

- The bystanders
- The community

8. Impact: The Person Being Bullied

- Social isolation
 - Avoiding people and places
- Changes in mood (depression, sadness, irritability)
- Changes in behaviour (eating, sleeping)
 - Difficulty conducting everyday activities

9. Impact: The Person Who Bullies

- The person who bullies usually does not experience negative impacts, but may experience the following:
 - A feeling of satisfaction
 - A feeling of superiority, popularity, importance
 - A sense of power

10. Impact: The Bystanders

- Fear
- Stress
- Guilt
- Altered relationships

11. Impact: The Community

- Creates an environment of fear and disrespect
- Reduces life satisfaction and involvement

- Increases insecurity
- May lead to increased bullying

12. What can be done about Bullying?

- Recognize bullying behaviour
- Take Action

13. Take Action: The Person Being Bullied

- Remind yourself this is NOT your fault. You do NOT deserve to be bullied
- Try not to take it personally
- Walk away if necessary
- Confide in people you trust and ask for their help/support

14. Take Action: The Bystanders



15. What to do if you bully and want to stop

- Sincerely apologize to those you have bullied
- Ask a friend to help you stop if they witness you bullying others
- Think before you speak
- You don't have to like everyone, but you do have to respect them
- Be a real leader- real leaders treat others with respect

16. Take Action: The Community

- Show and expect respect
- Examine your own behaviour
- Take steps to ensure everyone feels included in the community
- Speak up for members of your community –respond to bullying behaviour by saying “Stop”
- Acknowledge members who make positive contributions to the community

17. People making small, positive changes can cause big positive change!

Let's work together to build a Respectful, Inclusive community wherever we are!

18. Saskatoon Council on Aging

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(306)652-2255 / www.scoa.ca / admin@scoa.ca

19. Community Resources

- Saskatoon Crisis Intervention- (306)933-6200
- Victim Services- (306)975-8400
- Public Guardian and Trustee of Saskatchewan- 1-877-787-5424
- Catholic Family Services- (306)244-7773
- Community Social Work- (306)655-3400
- Family Service Saskatoon- (306)244-0127
- 24 Hour Abuse Line- www.ementalhealth.ca
- 811- Dial to reach operator who can connect you to appropriate service
- First Nations & Inuit Peoples: Hope for Wellness- 1-855-242-3310