

THE ADVOCATE ASPECT

SEPTEMBER SPOTLIGHT: Promoting Workplace Safety & Respect

In today's rapidly changing world, ensuring a safe and respectful workplace environment is paramount. Workplace violence can have serious consequences for both employees and organizations, ranging from physical harm to emotional trauma and decreased productivity. As responsible members of the workforce, it's crucial to understand the various aspects of workplace violence and proactively work toward preventing it.

Workplace violence can manifest in several forms, each with its unique characteristics:

- › **Criminal Intent** involves external individuals with the intent to commit a crime, such as robbery or theft, on the premises. Employees can be caught in the crossfire and may experience harm.
- › **Customer/Client** occurs when customers or clients become aggressive, verbally, or physically, towards employees due to dissatisfaction, frustration, or other factors.
- › **Worker-on-Worker** involves conflicts between co-workers, which can escalate to physical violence. It might arise from personal conflicts, harassment, or workplace disputes.
- › **Personal Relationship:** Sometimes, personal conflicts that extend beyond the workplace can lead to violence on the job.
- › Finally, in some cases, individuals with strong **ideological beliefs** may target their workplace to further their cause.

Workplace violence rarely happens out of the blue. It's often the result of various underlying factors. Stress and burnout can trigger aggressive behavior among employees. Inadequate communication channels and misunderstandings can escalate minor issues into major conflicts. Ignoring or mishandling

conflicts between employees can lead to resentment and aggression. Inadequate security measures can make the workplace vulnerable to external threats. Pervasive bullying and harassment can create a toxic environment that eventually erupts into violence.

Creating a safe workplace environment requires a combination of organizational efforts and individual responsibility. Regular training sessions on conflict resolution, stress management, and recognizing early signs of aggression can empower employees to address issues before they escalate. Organizations should have well-defined policies against violence, harassment, and bullying. Employees should be aware of these policies and encouraged to report any incidents. Open communication channels between management and employees allow concerns to be addressed before they intensify. Implementing appropriate security measures, such as access control and security personnel, can deter potential threats. Offering employee assistance programs (EAPs) for stress management, counseling, and mental health support can help prevent violence triggered by personal issues. Fostering a culture of respect, tolerance, and inclusivity can mitigate conflicts and reduce the likelihood of violence.

Workplace violence is a serious concern that demands attention from both employees and organizations. By understanding the different types, recognizing underlying causes, and actively participating in preventive measures, we can collectively build safer and more productive work environments. Remember, it's everyone's responsibility to ensure that our workplaces are spaces where everyone feels valued, respected, and protected.



TRIBAL PROGRAM



In the past month, the Tribal Program has been actively coordinating various activities and events to support and empower the tribal communities. One of the highlights was the successful collaboration with Tribal service providers to organize Back to School resource nights in the Inchelium and Wellpinit communities.

During these resource nights, client families, community members, and program participants could access a range of essential resources for the upcoming 2023-2024 school year. Thanks to our valued partnership with the Misteqwa Casino, we received generous donations of school supplies and fun backpacks, which were distributed to those in need. These events turned out to be our largest community gatherings to date, benefiting 497 students.

We are also proud to announce the expansion of our cultural wellness services within the Tribal Program. The development



of a sweat lodge is well underway, with completion expected by the end of September. This dedicated space will provide a safe and secure environment for tribal clients to engage in cultural practices and receive support tailored to their specific tribes or bands.

STAFF SPOTLIGHT



Katrina Aguayo is our Outreach and Awareness Specialist for Rural Resources Victim Services. She is busy with outreach to businesses and system partners, and attending events. She has a dog named Bessy and she has kids that she adores. She loves to go to Westport or Ocean Shores for vacation. In her spare time, she reads or watches movies. She enjoys spending time with her kids. Her favorite quote is from Disney's Meet the Robinsons by Walt Disney. "Around here, however, we don't look backward for very long. We keep moving forward, opening new doors, and doing new things, and curiosity keeps leading us down new paths."



DOMESTIC VIOLENCE SUPPORT GROUP

Did you know we offer a support group to survivors of domestic violence?

We use positive support and healthy relationship skills to aid survivors in their path forward. We focus on an array of topics such as: self-esteem, self-care, relationship dynamics, parenting and communication styles, boundaries, and much more. Our support group is survivor-driven with a facilitator to help build a strong support system.

**Safe. Confidential.
Non-judgmental.**

If you are interested in joining our support group, please call our office at 509-684-3796.

VOLUNTEER PROGRAM



Want to make a difference? Volunteer!

Volunteers play an essential role in supporting survivors. We provide all necessary training and education to our volunteers. As a new volunteer, you will join a community of supportive people that all have the same goal: supporting survivors, giving hope, and preventing violence.

VOLUNTEER OPPORTUNITIES INCLUDE:

- › **Helpline Volunteers:** Take shifts on our 24-hour helpline from the comfort of your own home. Provide support, crisis intervention and referrals to callers.
- › **Office/Clerical Support:** Assist with clerical projects in the office, and provide coverage at the front desk.
- › **Childcare Provider:** Provide childcare at our office while a parent or caregiver is receiving services at Rural Resources Victim Services.
- › **Fundraising:** Assist with fundraising projects or events.
- › **Community Awareness:** Team up with the Community Engagement Department to increase awareness and provide outreach by attending local fairs and events.

Interested in supporting survivors of crime, violence, and abuse in your community?

Visit ruralresources.org/volunteer or call our office at 509-684-3796 for more information.



COMMUNITY EDUCATION



Community Education (Comm Ed) eagerly prepares to resume its crucial prevention initiatives. Our prevention groups are SPHYR Club, RPE, and Art for the Heart. The SPHYR Clubs focus on healthy relationships and emotional well-being. Lastly, Art for the Heart fosters creativity and healing through art. Comm Ed eagerly anticipates the return to school and the opportunity to engage in these impactful prevention initiatives. Recognizing the crucial role that these groups play in mitigating risk factors, fostering resilience, and nurturing connections among students.

We had a blast at Valley Community Fair, Lincoln County Fair, and Ferry County Fair this year. We had so many people stop by. Thank you all for your support and making the Fairs awesome this year. We look forward to seeing everyone next Fair Season.



WE ARE HIRING!



We are hiring a full-time Advocate.

Find the job description and the link to apply here:
ruralresources.org/job-openings



CLIENT SERVICES



Christy and Jessica went to Dallas, Texas, and attended the Crimes Against Children Conference in early August. Internationally recognized, the Crimes Against Children Conference is the premier conference of its kind, providing practical and interactive instruction to those fighting crimes against children and helping children heal. There were more than 5,500 professionals from around the world in attendance in 2022!

The conference is presented annually by the Dallas Children's Advocacy Center. The conference is conducted to provide training to those employed by government or nonprofit agencies in the fields of law enforcement, child protective services, social work, children's advocacy, therapy, and medicine who work directly with child victims of crime.



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Every Victim. Everywhere.
No Exceptions.

24-HOUR HELPLINE
1-844-509-SAFE

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