

## **Violence and Crisis at Work**

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Violence at work is insidious. It does not leave bruises but it cuts to the core of who we are, slowly tearing down our self esteem and dignity. Whether one reads a book or builds themselves as an organizer, there is very little research and ongoing action for combating or understanding work place abuse. Women particularly, wonder about why them and what is going inside of the combative person. Landy Bancroft has reviewed men at work place in his book 'Why does he do that' and profiles why women go through relationships that make them wonder about abuse and challenges faced consequent to inadequate interaction. Remedies are few, as whistle blowers are hardly backed up by their colleagues.

From Equal Employment Opportunities Contracts to varied employee unions this issue is one that is considered soft with very little supportive evidence. Discussion in this workshop features on perceptions, on supportive strategies and on viewing them as long or short term intervention for oneself.

As an immigrant, Ranjana discusses the adequacy of identifying key features that draw individuals to becoming victims and to dealing with negative complexities. Positive outcomes are introduced as outcomes for workplace scenarios. Crisis intervention choices bring individuals to better acceptance.

Psychologically, professionals and volunteers will learn how to understand and see their own styles as supportive for individuals who are currently faced with violence at work place. References from American Psychologist Association and the National Institute for Occupational Safety and Health will be used