



Elder Abuse
Prevention
Ontario



FREE WEBINAR

Implementing the Seniors' Anti-Bullying Toolkit in Seniors' Residences

Thursday, January 18th

1:00 PM - 2:00 PM (EST) 



LAND

ACKNOWLEDGEMENT

WEBINAR LOGISTICS

Communication

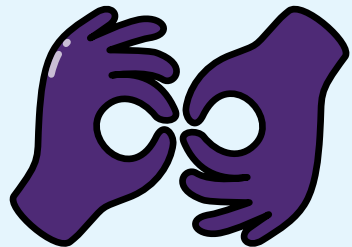


Microphones: All attendees will be muted during the webinar.

CHAT Box - Welcome to post comments during the session.

Q & A - Type your questions in Question/Answer box. Responses will be posted during the webinar and/or addressed to the speaker after the presentation.

ASL



- **Image and name** (ASL Interpreter) on screen
- PIN ASL Interpreter - Option on your computer - click name of person
- Speaker /Gallery view- Grid at top of right corner - click choose the layout of images on your screen
- Closed Captioning- Enable or Disable

WEBINAR LOGISTICS

Evaluation



Your feedback on knowledge gain from the session and suggestions for future topics is appreciated. Options to access survey:

- Pop-up notice on computer at end of session with survey link
- Follow-up email with survey link

Recording



A recorded version of this webinar will be available on EAPO's website within 1-2 days after the session.

Links and documents shared during the webinar will also be posted.

Respecting Privacy and Confidentiality



We appreciate there may be personal circumstances or issues which participants may wish to address. However, in keeping with our commitment to maintaining your privacy and confidentiality, today we will be answering general questions posed through the Q&A.

If someone wishes to discuss specific circumstances, we invite you to contact EAPO following this webinar to arrange for a confidential conversation so that we may further assist you.



**Elder Abuse
Prevention
Ontario**

MISSION

EAPO envisions an Ontario where ALL seniors are free from abuse, have a strong voice, feel safe and respected.

EAPO is mandated to support the implementation of Ontario's Strategy to Combat Elder Abuse.

Funded by the ON Government, under the Ministry for Seniors and Accessibility (MSAA)



STOP ABUSE –

SIMPLY PUT, WE ALL HAVE A ROLE TO PLAY

RESTORE RESPECT

Ontario's Strategy to Combat Elder Abuse

1

Public Education and Awareness

A Province-wide, multi-media public education campaign to promote awareness about elder abuse and provide information on how to access services.

2

Training for Front-Line Staff

Specialized training to staff from various sectors, who work directly with seniors, to enhance their knowledge and skills to recognize and respond to elder abuse.

3

Co-ordination of Community Services

To strengthen communities across the province by building partnerships, promoting information sharing and supporting their efforts to combat elder abuse.



Co-ordination of
Community Services

Training for
Front-Line Staff

Public Education
and Awareness

3 Pillars of the Strategy

Presenters



Dorothy Rodrigues, RSW
Community Development Practitioner,
Facilitator, Seniors' Anti-bullying Project,
Sheridan College



Dr. Kirsten Madsen,
Faculty member at Sheridan College
Project Director, Seniors' Anti-Bullying Project

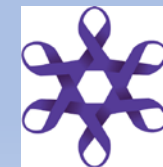
Seniors' Anti-bullying Project

A Partnership between Elder Abuse Prevention Ontario, The Bob Rumball Canadian Centre of Excellence for the Deaf & Sheridan College

To work with 8 senior's residences in order to implement and evaluate a toolkit that is designed to prevent and target bullying behaviour between older adults.



Bob Rumball Canadian Centre of Excellence for the Deaf



Elder Abuse Prevention Ontario

Prévention de la maltraitance envers les aînés Ontario



Social Sciences and Humanities Research Council of Canada

Conseil de recherches en sciences humaines du Canada

Canada



NSERC
CRSNG

Objectives of this Webinar:

- Overview of the Seniors' Anti-Bullying Toolkit
- Special Considerations for this Group
- Implementing & evaluating the Toolkit
- Lessons learned so far
- Modifications to Toolkit

What is senior bullying?

“Bullying is sometimes called harassment and happens when someone hurts, intimidates or scares a peer consciously or unconsciously. When someone is being bullied they often have a hard time defending themselves. Bullying is usually not a one-time event. It can happen over and over again.”

This project relates to bullying which is based on peer to peer interactions, and not perpetrated by a person who is in a position of trust.

Project Overview

- **AIMS:**

- Collect data on the prevalence and nature of Senior to Senior bullying in Ontario;
- Use this data to create a resource package (toolkit) outlining best practices for older adults and those working with older adults to stop bullying;

- **ACTIONS:**

- Survey of Older Adults in Ontario
- Brought survey results to stakeholders: Four full day interactive workshops (i.e., Think Tanks).

- **RESULT:**

- “Solutions: Everybody’s Business” Senior to Senior Anti-Bullying TOOLKIT

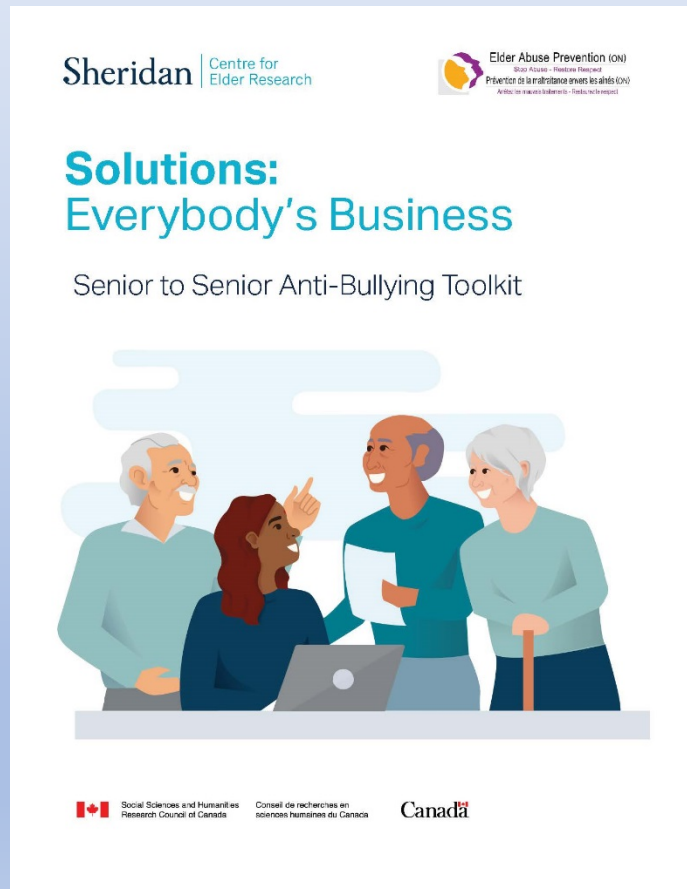
- **IMPROVE:**

- Implement, Evaluate & Improve upon the Toolkit

Current Overall Project Aims:

- Implement this toolkit in 8 seniors' residences (retirement community, seniors housing, independent living)
- Systematically evaluate the processes described and strategies included in the toolkit.
- Using feedback from stakeholders at the 8 implementation sites, make modifications to the toolkit.
- Make further recommendations for how to expand on the toolkit.

Toolkit Aims



- Prevent and Target Bullying Behaviours between Older Adults
- Includes Strategies & Activities
- Based on Survey results, Stakeholder feedback (i.e., ThinkTanks) & existing Best Practices

https://source.sheridancollege.ca/centres_elder_seniors_anti-bullying_toolkit/1/

Solutions : L'affaire de tout le monde

Boîte à outils contre l'intimidation des aînés par leurs pairs



https://source.sheridancollege.ca/centres_elder_seniors_anti-bullying_toolkit/2

Intended Audience

- Senior Leadership Team
- Staff & Volunteers from Senior's Residences & Organizations
- Clients
- Co-ordinator/Facilitator

Toolkit Layout

- Modular (online or in print version)
- Each module includes:
 - Clear aims
 - An introduction
 - Activities
 - Templates
 - Resources

Module 1: POLICY & PROCEDURE



- Anchor
- Link to existing P & P
- What is a P&P ?
 - **Policy:** Policy Statement, Scope, Definition
 - **Procedure:** Required Actions
- Confidential Avenues for Reporting
- Alive & Updated

Module 2: DISCUSSION & EDUCATION



- Aim: Awareness raising & clarification
- These activities are useful for all the other modules
- Activities include case studies illustrating diverse viewpoints of bullying behaviour
- “aha moments”
- Sparks discussion

Module 3: RESPONSE TRAINING



- Contains strategies & activities for addressing Bullying Behaviours
- 3 Separate Sections:
 - Targets of Bullying Behaviours
 - Witnesses becoming Allies
 - *** Alternatives to Bullying Behaviours
- Facilitators: Clear Instructions, Activities & Prompts
- E.g.: Journaling, Role Playing, & Eco Mapping

Module 4: CREATING A POSITIVE ENVIRONMENT



- Aim
- Build on existing programs
- Activity ideas

TEMPLATES



- Comfort Agreement
- Incident Report Form
- Policy
- Procedure
- Posters

Implementation Site Requirements

- Survey
- Policy & Procedure
- Using survey results and in consultation choose modules
- Sustainability: Train the Trainer Model

Timeframe

- Approx. 12 months
- 1 month preparation
- 10 months implementing strategies
- 1 month evaluation & recommendations for improving Seniors' Anti-Bullying Toolkit

Currently

2 Implementation sites

Special Considerations

- Participant Centred
- Residence = Home
- Emphasis developing strategies to respond themselves
- AWARENESS RAISING = allows for reflection
- Diversity
- Manipulative Communication Styles
- Engrained
- Reasons: control/power, resources

Lessons Learned

- Often a Symptom of something else
 - Prepared to respond
- Schedules
- Address diversity
 - Delivery
- Online World: New frontier with new challenges
- Community Building
 - Conflict management shows one cares
- Alternative Behaviours: Creative strategy for inclusion
- *Conflict Management!*



Deaf Community Specific: *Just scratching the surface*

ASL first or only language
(diversity in language)

Not a direct translation

Tasks

Strengths

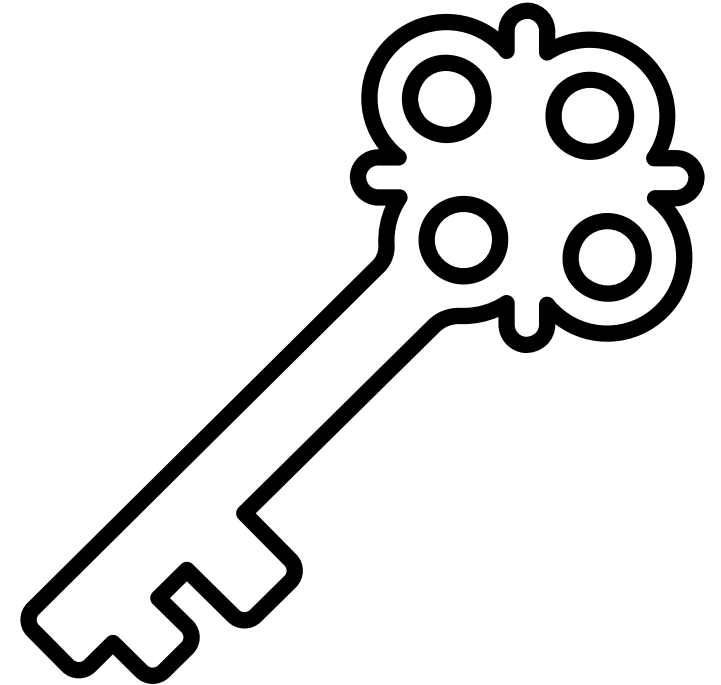
Confidentiality

Lack of Resources

Keys to Success

*** Teamwork ***

- Scheduling
- Clear, complete advertising
- Firecrackers AKA cheerleaders
- Informal time
- Inclusion



Toolkit Modifications

- More emphasis on “Living Well Together” i.e.,
Community Building
- Acceptance

Additions to the Toolkit

- Communication Styles Training
- Awareness Raising: Heart Maps
- MORE Building a Positive Environment
 - Positive Postering
 - Community Building Events e.g., Caring Tree, Calling all Allies for Living Well Together, Generating values for a caring community
- ASL video clips

CONTACT INFO

Seniors' Anti-bullying Project Contact Information:

Dr. Kirsten Madsen (Lead Investigator)

kirsten.madsen@sheridancollege.ca

Liza Franses (Research Manager)

liza.franses@sheridancollege.ca

Website:

https://source.sheridancollege.ca/centres_elder_bullying_older_adults/

QUESTIONS





Designed for services providers:

- Social support services
- Health care
- Shelters/housing
- Paramedics
- Elder mediation
- Mental health
- Law enforcement
- Victim services
- Justice professionals
- ...those supporting older adults

Risk Assessment Training

Harm to Older Persons Evaluation (HOPE)

Feb. 5 & 6 | 9:00 am - 12:00 pm EST

Feb. 8 | 9:00 am - 1:00 pm EST

Registration Fee: \$199

Limited to 40 Trainees - Register Early!



Dr. Jennifer Storey

Forensic Psychologist specializing in violence risk assessment and interpersonal violence

University of Kent (UK)

https://eapon.ca/risk_assmt_training_2024/

Your Feedback is important to us!

WE WOULD
APPRECIATE HEARING
FROM YOU.

Please take a few
minutes to complete
our survey!





Raeann Rideout

Director Strategic Partnerships
Elder Abuse Prevention Ontario



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www.eapon.ca



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Elder Abuse
Prevention
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Prévention de la
maltraitance envers
les aînés Ontario