

NATIONAL CAPITAL REGION EMPLOYEE ASSISTANCE  
PROGRAM ASSOCIATION

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ASSOCIATION DES PROGRAMMES D'AIDE AUX EMPLOYÉS DE  
LA RÉGION DE LA CAPITALE NATIONALE

## **Bullying in the Workplace: Assessment and Solutions**

**with Kathy Al-Zand, B.ScN., M.S.W., R.S.W., C.T.S.  
Thursday – October 16, 2008**

**8:30 a.m. (coffee & networking / café et réseautage)**

**Presentation/presentation: 9:00AM – 11:30AM**

**(session en anglais, questions dans la langue de votre choix)**

Free for members; \$25 for non-members

Gratuit pour les membres; \$25 pour les non-membres:

**Location:** RA Centre, 2451 Riverside Drive, Ottawa, ON K1H 7X7

Workplace bullying is seen as violent behaviour in the continuum of violence. In the organization, aggressiveness is often accepted as a positive trait. In this organizational culture bullying behaviours are tolerated, condoned and frequently ignored. When these behaviours are role modelled to other workers, violence is perpetuated. This presentation will focus on what bullying is and what we can do to prevent workplace violence.

Kathy Al-Zand has her B.Sc. in Nursing and completed her Master's Degree in Social Work at Carleton University. Kathy is registered with the Ontario College of Social Workers and certified as a Trauma Specialist with the Association of Traumatic Stress Specialists. She is also a member of the Ontario Association of Social Workers.

Kathy has worked in the area of individual and group trauma, including violence in the workplace, for more than 25 years. She provides services and consultation on trauma management to individuals and groups, and facilitates educational, psycho-educational and debriefing groups in the private and public sectors.

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To register/pour s'inscrire: contact/contactez: Susan Ford  
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