

Workplace Aggression: Prevention relational aggression and bullying – a deeper dive

Presented by Oregon Institute of Occupational Health Sciences and the Oregon Healthy Workforce Center

May 29, 2020 via WebEx

Agenda

(Please keep your WebEx connection for the entire symposium, including during breaks and lunch. All attendees will be asked to not share their video and to mute through the session)

9:00- 9:15 AM

Welcome and Logistics

Steven Shea, Ph.D., Director, Oregon Institute of Occupational Health Sciences, OHSU

Dede Montgomery, MS, CIH, Outreach & Education, Oregon Institute of Occupational Health Sciences

9:15 - 10:15 AM

Keynote: Adopting a Workplace Bullying Policy and Putting it to Work

Edward Stern, Researcher and Writer

Edward Stern served the U.S. Department of Labor for 41+ years as an economist and policy/program analyst. He developed regulations and analyzed enforcement. For 27 years in OSHA, he modeled health and safety risks and regulatory feasibility. He innovated compliance assistance, leading teams of scientific, medical, and legal staff to develop online “OSHA Expert Advisors.” DOL adopted this idea for its “elaws Advisors”. EPA appointed Stern to its 2nd Compliance Assistance Advisory Committee for 2002 to 2004. Later he was OSHA’s technical advisor to the U.S. Surgeon General’s workgroup on Second-Hand Smoke. He presented research on abusive supervision at the LERA annual conference in 2007. He wrote the “Bullying and Psychological Aggression” chapter of “Halt the Violence” (e-book, Amazon). He was on the DOL safety and security

workgroup for six years. He was on the DOL Workplace Violence Committee, 2014-15. Now, he researches, writes, and advises on workplace bullying.

10:15-10:30 AM *Break (on your own)*

10:30-11:15 AM *Changing a Toxic Culture*
Gian Lozano, MSW, MBA, Veterans Affairs, Portland, OR

Gian Lozano is the First Vice President for AFGE Local 2157 and has had a passion for developing behavioral solutions for organizations spanning over twenty years. His MBA and MSW degrees have provided the skillset and knowledge needed to help increase profitability through improved employee engagement. His work at Eli Lilly and Co. involved improving mental health treatment teams, which directly impacted over 100,000 clients. Recent projects include executive and managerial consulting for organizations affected by toxic work cultures. This has resulted in increases in employee's morale, reductions in operational costs, as well as, reductions in bullying, incivility, turnover and absenteeism.

11:15 –12:00 PM *Strategies for Prevention*
Debra Harris, Ph.D., MST, Senior Instructor II, OHSU-PSU School of Public Health, Portland, OR

Dr. Harris completed her undergraduate degree in Health and Physical Education at Southern Oregon University and received a Masters of Science in Teaching in Physical Education and a Masters of Science in Teaching in Health Education from Portland State University, where she has also completed a Principal Certificate and Endorsement in Educational Administration. Deb earned a Ph.D. from the University of New Mexico. Her area of specialization at UNM was Public and School Health Education. Deb was named the National High School Physical Education Teacher of the Year in 1993 (NASPE), and was named the National K-12 Health Education Professional of the Year in 2002 (AAHE). Deb has taught in Oregon middle schools, high schools and universities for 43 years. She lives in Portland, Oregon area, loves traveling the Northwest, the USA and

internationally, and spends her free time remodeling her childhood home.

12:00 – 12:30 PM *Lunch and Rejuvenation on your own*

12:30 – ~ 2:30 PM *Organizational Examples and Tips for Prevention and Response*

Facilitator

Anna Meiners, MA, Director of Account Services, Cascade Centers

Anna Meiners holds an MA in Counseling Psychology/Organization Behavior and a BS in Human Development and Family Sciences. She has supported mental health and well-being in the workplace with Cascade Centers in several positions for a decade.

Webinar Moderator

Nichole Guilfooy, Research Associate/Total Worker Health Consultant, Oregon Institute of Occupational Health Sciences

Panel

Edward Stern (see AM bio)

Gian Losano, MSW, MBA (see AM bio)

Debra Harris, Ph.D., MST, Senior Instructor II, OHSU-PSU School of Public Health, Portland, Oregon (see AM bio)

Leslie Hammer, PhD, Faculty, Oregon Institute of Occupational Health Sciences, OHSU, Co-Director, Oregon Healthy Workforce Center

Dr. Leslie Hammer's research is focused on the well-being of workers through interventions to increase employee-supportive behaviors at all leadership levels.

Lynda Enos, RN, BSN, M.S., COHN-S, CPE, Ergonomics/Human Factors Consultant, HumanFit LLC
Lynda Enos was the keynote at our 2019 Spring Symposium addressing workplace aggression. She has more than three decades experience as an ergonomic consultant. She has

also been a leader nationally in workplace violence prevention, especially within healthcare.

Richard Goerling, Mindful Badge Initiative

Richard is a certified mindfulness trainer, a retired police officer and military veteran who believes in your innate resilience, humanity and capacity to show up and thrive amidst hard circumstances. Richard specializes in training health, resilience and human performance skills to first responders and other high reliability professionals.

~ 2:30 PM

Wrap up, takeaways, resources, what's next?

Please complete this our online evaluation at: <https://bit.ly/3e1sKTr>

Thank you for joining us today!