

Connect



cultivating healthy professional and personal relationships



Objectives

Participants will learn:

- to identify and distinguish differences between healthy and unhealthy relationships behaviors.
- effective skills and strategies for development and maintenance of healthy relationships.
- techniques for safe intervention when encountering abusive behaviors and or situations.
- community based resources for reporting and referring.

Socialization



Gender

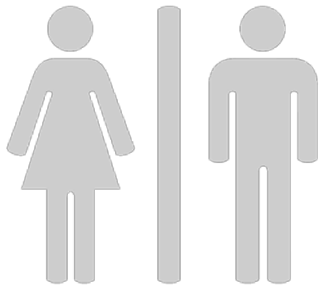
- is a social construct
- is a term that is used to refer to ways that people:
 - act
 - interact
 - feel about themselves
- are traits and characteristics associated with boys/men and girls/women

Socialization

- is the root of our identity and behavior patterns
- human behavior is learned from watching others
- teaches what is expected and acceptable/not acceptable
- socialization influences a person's gender identity and gender expression

Gender Socialization

- the set of expectations about attitudes and behaviors that are culturally assigned to one's gender
- the process by which individuals incorporate within themselves the behaviors, values, and attitudes of their culture



Socialization in action

Girls/Women



Boys/Men

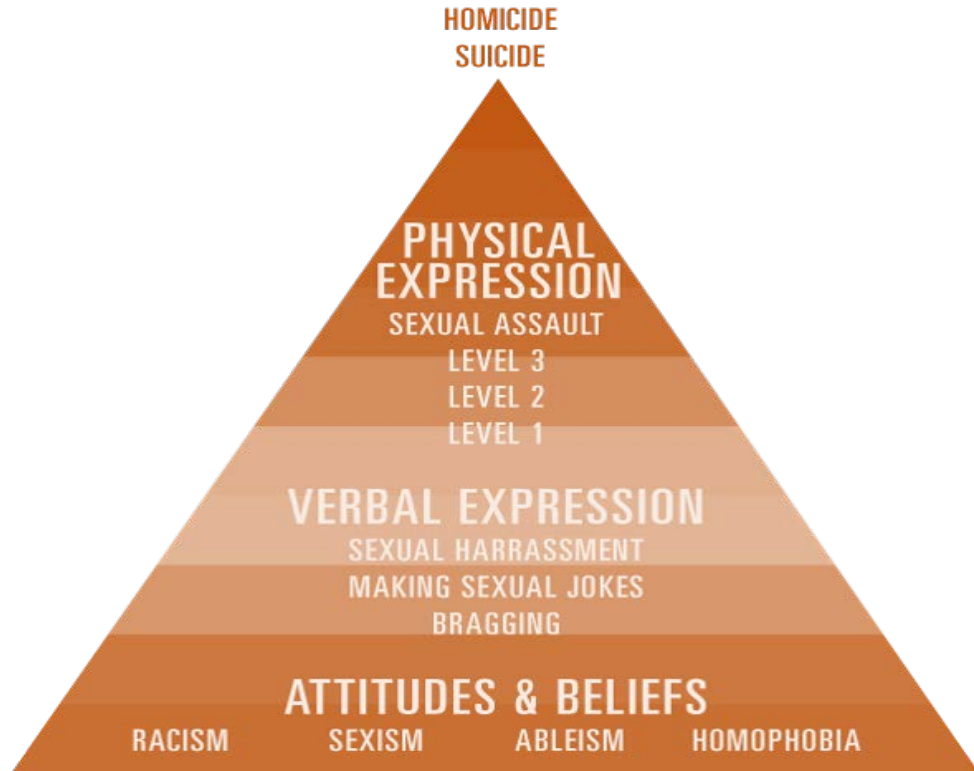


Culture to Action



beliefs that lead to violence

- Belief System
- Verbal Expression
- Physical Action



Continuum of Behaviors

innuendo

harassment

assault

Healthy, age-appropriate, mutual, respectful, and/or safe

Mutually playful and/or flirtatious

Age-inappropriate and/or non-mutual

Harassment

Abusive and violent

less severe

more severe

intervention opportunities

Forms of violence



Sexual Assault

- unwanted sexual contact
- causes the penetration of the anus or sexual organ of another person by any means, without that person's consent.

Consent

- Consent does not exist if someone:
 - says "no," verbally or nonverbally
 - is forced
 - is unable to say "yes"
 - is pressured by threats
 - is under the age of consent
- Legal age to consent in Texas is 17

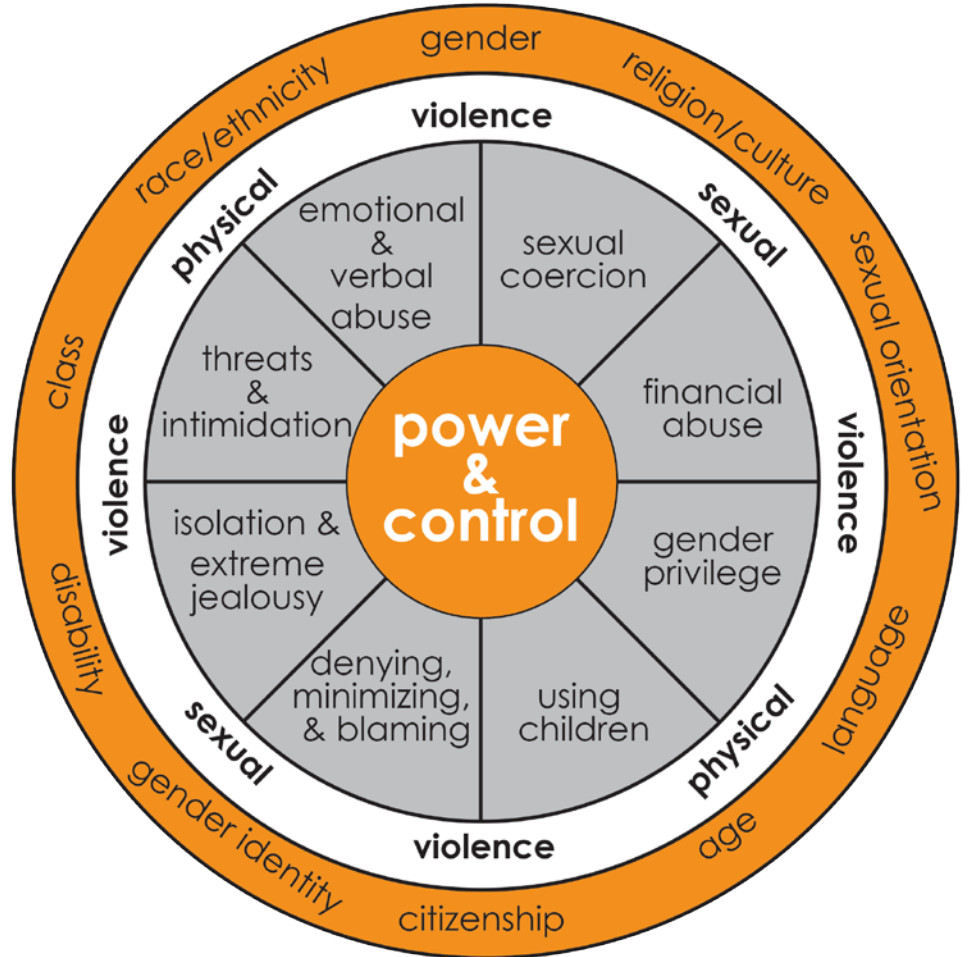


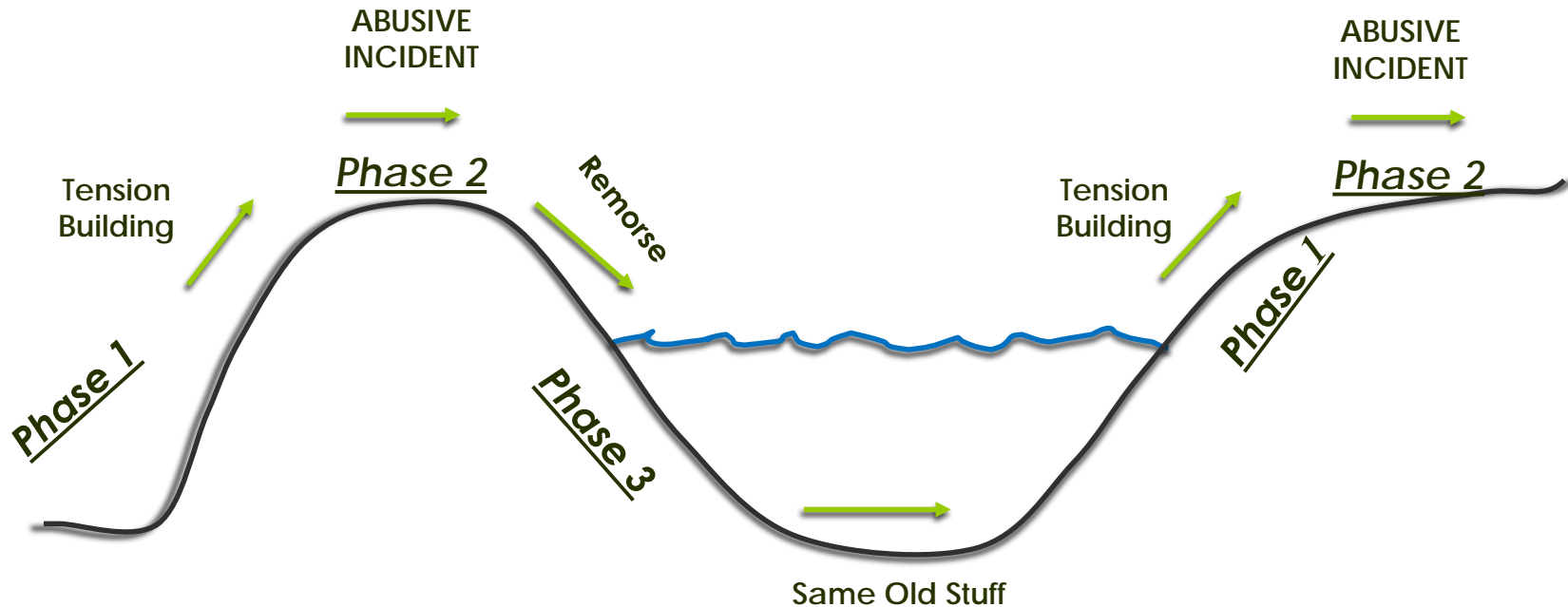
Video for discussion on consent
missing due to large file size.

Domestic Violence

- an act by a member of a family or household against another member of the family or household
- physical, emotional, verbal, and/or sexual
- Intended to result in physical harm, bodily injury, assault, or sexual assault
- reasonable threat placing the individual in fear of imminent physical harm

Power & Control



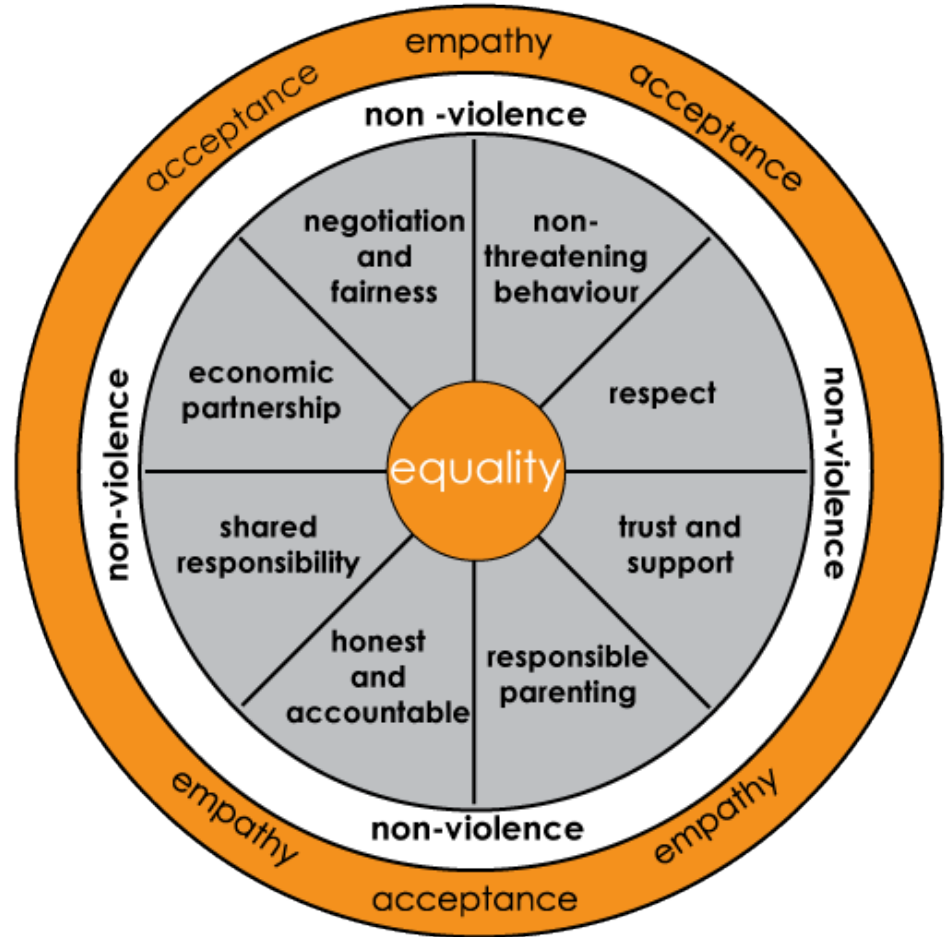


Wave of Abuse

Equitable Relationships



Equality



Individuality

- Value each other's differences and interests
- Each has the right to their own opinions, feelings, activities and friends
- Seek understanding of each other's feelings or ideas when a disagreement arises

Honesty and Trust

- Build trust by taking time to know each other
- Give genuine compliments
- Discuss problems openly
- Feel comfortable to admit mistakes
- Ask for what you want
- Truth vs. THE TRUTH

Social Respect

- Based of norms and social conditions
- Creates high or unrealistic expectations
- Easily confused as sincerity, politeness
- Creates an obligation within the family
- Allows for a hierarchy with in the home

Obedience

- Based on fear
- Does not respect limits as one person is forced to “give in”
- Does not allow for flexibility within the relationship
- Supports criticism and judging behavior
- Increases likelihood of abuse when challenged

Conscious Respect

- Gives a clear definition
- Allows for individuality
- Creates space for understanding and kindness
- Aware of other's needs and limits
- Challenges gender role expectations

Sexual Respect

- Sex and healthy relationships
- Sexuality and an individual beliefs
- Importance of Sex in a relationship

Respect

- Strive for conscious respect over social respect and in place of obedience
- Social Respect and obedience are often seen as forms of respect

Healthy Relationship Skills



Styles of Communication

PASSIVE

PASSIVE
AGGRESSIVE

AGGRESSIVE

VIOLENCE

ASSERTIVE COMMUNICATION

Identify Emotions

Primary

- Fear
- Anger
- Sadness
- Joy
- Disgust
- Surprise
- Trust
- Anticipation

Secondary-Vulnerable

- Abandoned
- Anxious
- Betrayed
- Disappointed
- Defeated
- Empty
- Guilty
- Ignored

Assertive Communication

I feel _____ when/because _____
(use vulnerable feelings here) (avoid using "you" or blaming)

I would like us to _____.

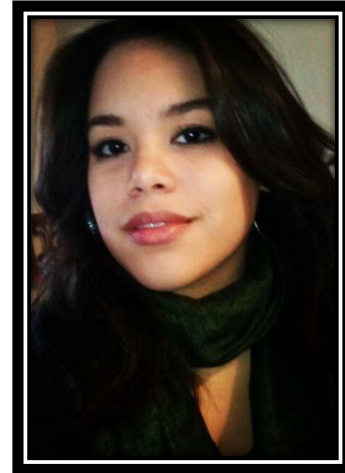
Scenario

Alex

- 31 Year old
- Law Enforcement since 23
- No Social Media
 - Married for 6 years
 - Been together 8 years
 - 1 child

Jennifer

- 28 year old
- Returned to workforce in PR
- Avid social media user



Alex and Jennifer's routine

Alex

- Gets home from work
- Relaxed and watches TV
- Sits down with family for dinner
- After dinner Alex spends evening with playing with son while Jennifer works
- Other two nights a week Alex is out with friends playing softball and happy hour

Jennifer

- Usually running home late
- Still has to pick up son
- Arrives home makes dinner
- After dinner she is on social media for work/personal use
- 3 nights out of the week she works late at home. Other two nights she spends with her son

Healthy

Mutually
Playful

Inappropriate

Harassment

Abusive

Alex

- Frustrated that Jennifer is always working late
- When she isn't working she is always on social media
- Alex wishes she would spend more time with him and their son
- Alex wishes Jennifer had not gone back to work

Jennifer

- Is enjoying her career but feels Alex is not supporting her
- She feels like she only has time for work and her son
- Alex gets to have friends and a social life
- Frustrated that Alex spends more money when he is out now that she is working

Shared Decision Making

- Deciding things together, not ordering
- Agree to make economic decisions together
- Work together to negotiate differences
- Trust your partner can share tasks/duties

Shared Activities

- Share time with each other
- Engage in activities that each person enjoy
- Encourage and respect each other's enjoyments, successes and dreams
- Learn from one another

Negotiation and Fairness

Not Negotiable

- Individual Human Rights
- Person's own rights
- Open for discussion, not negotiation

Is Negotiable

- Something that affects another individual
- The wants of an individual
- Conscious considerations
- Benefit to both parties

Negotiation Guidelines

- Be prepared:
 - with a mutually satisfying solution
 - to listen vs. hearing
 - that something will change
 - to hear things you rather not

Negotiation Guidelines

- Agreements:
 - Remain calm - no yelling, threats or intimidation
 - Stay on topic – do not interject unrelated issues or play mind games
 - Set a time limit, if necessary

Negotiation Guidelines

- Define the problem:
 - How does each person define the problem?
 - Who else is affected and why?
- Identify goals:
 - Short term
 - Long term

Negotiation Guidelines

- Finding solutions:
 - Is compromise necessary?
 - Can both parties be satisfied?
 - If compromise is necessary:
 - List several fair solutions
 - Identify the most satisfactory option
 - It may be one option or several

Assertive Communication

I feel _____ when/because _____
(use vulnerable feelings here) (avoid using "you" or blaming)

I would like us to _____.

Assertive Communication

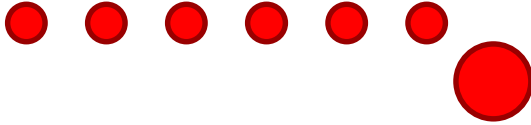
I feel disappointed because we are over budget.

I would like for us to sit down and figure out how we keep to our agreed budget. Do you think we need additional help? What do you suggest?

Interventions



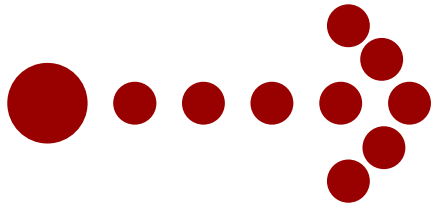
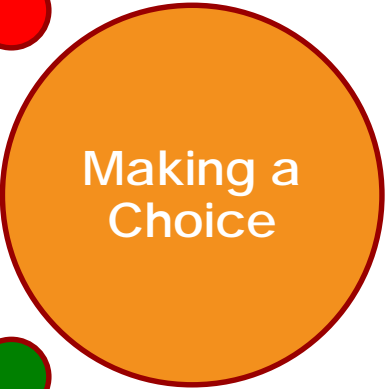
Characteristics
of a Bystander




Situational
Factors



Five
Steps





Relevant Skills
and/or Experience

Situational Factors

Perception of the
Costs to Intervene

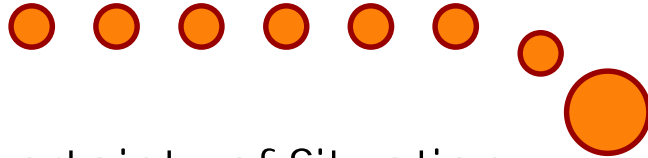
Feelings
and Attitudes

Relationship to Victim
and/or Perpetrator

Characteristics
of a Bystander



Number of Other
Witnesses Present



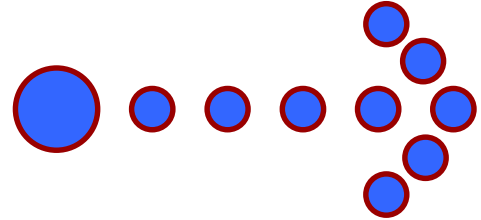
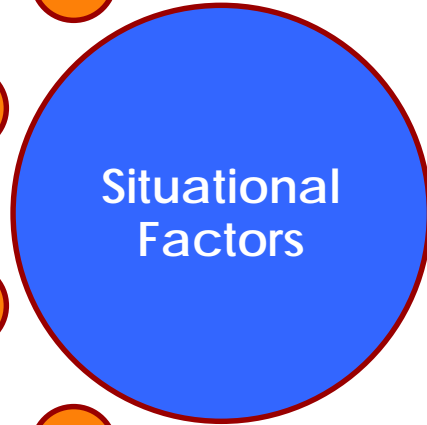
Uncertainty of Situation

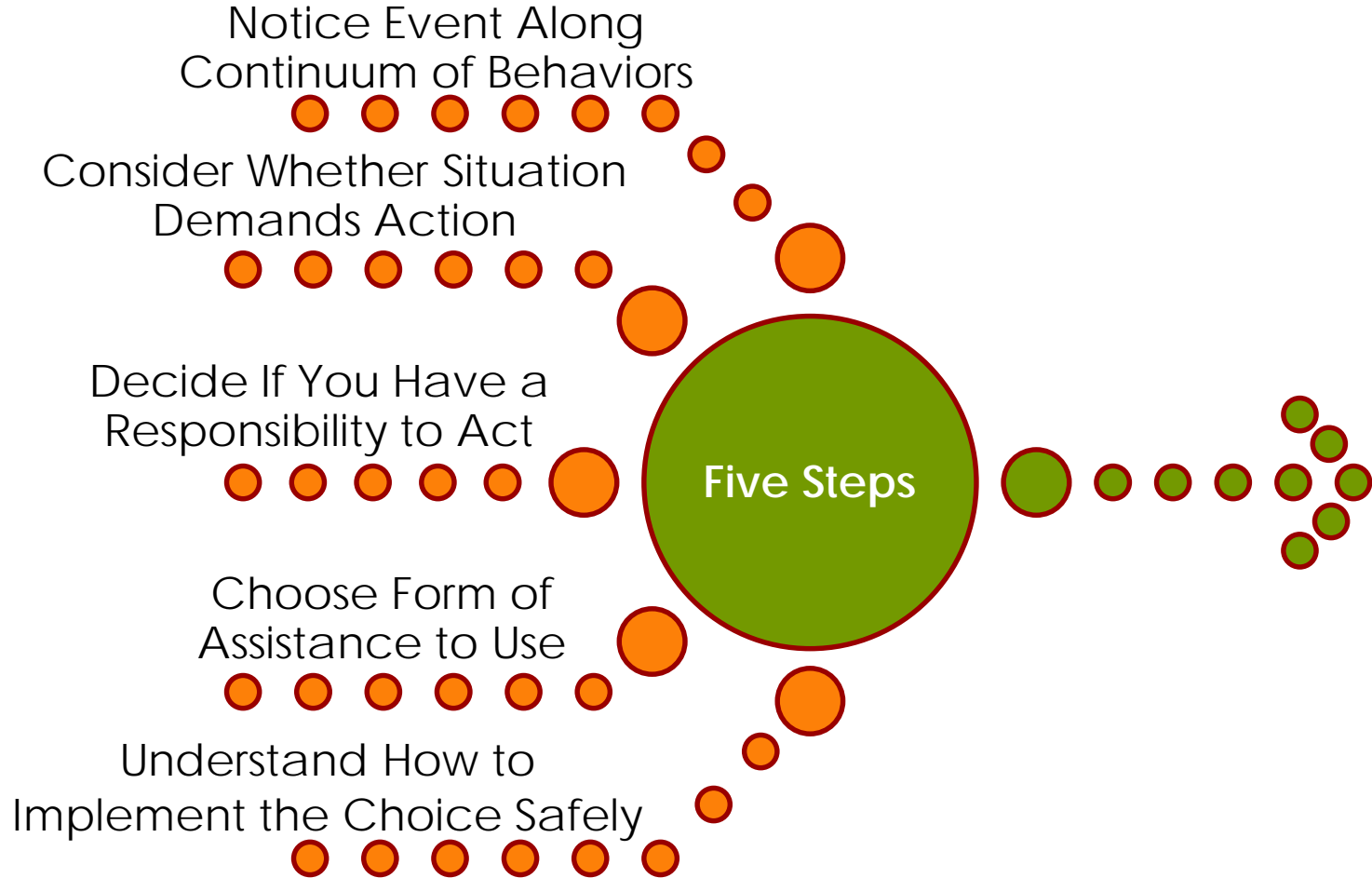


Perceived Level
of Urgency/Danger



Setting





Characteristics
of a Bystander



Situational
Factors



Five
Steps

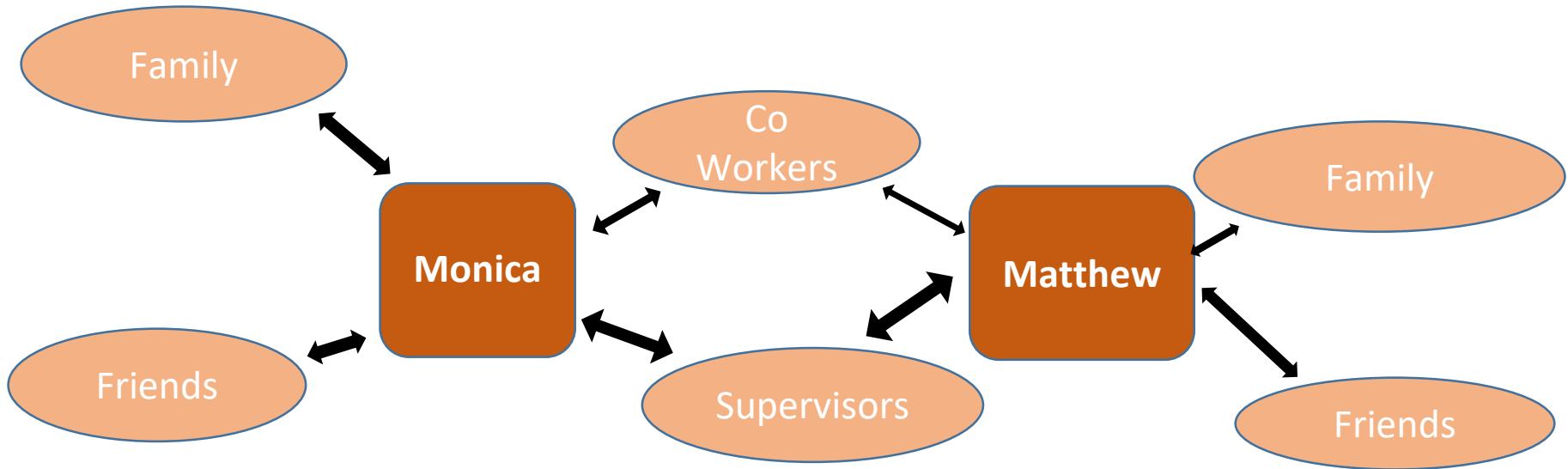


Matthew

- Likes his new job
- Begins to join his team, including Monica, for weekly happy hour
- Worried that Monica is so flirtatious
- Hopes ignoring her will make it stop
- Stops going to happy hour with his team
- Hates going to work because of her
- Feels threatened and confused

Monica

- Likes the new guy
- Convinced his politeness is flirtation
- After 3 months still no date
- She begins to come on stronger
- Becomes Matthew's new boss
- Keeps him working late



Referring for Help



El Paso County

- Know the definitions of Sexual Harassment
- Procedure for enforcement
 - Employee Responsibility
 - Supervisor responsibilities
 - Vendors, Visitors and members of the Public
- Discrimination/Harassment Review Committee
- Training

CASFV Services

- hotline
- emergency shelter
- transitional living center (TLC)
- family resource center (FRC)
- youth services
- battering intervention and prevention program (BIPP)
- administration

Thank you!

CASFV

