

Northern Health

AHA Newsletter ~ Newsletter Contact: phuerto@athabascahealth.ca

IS015

February 2017



King Air200 Medevac - Now 24/7/365 - Read more on pg.5
Do you have a great photo? Send it to phuerto@athabascahealth.ca & it might be featured on an upcoming cover!

Making Communities Safe - Stop Bullying

Bullying can be prevented, especially when the power of a community is brought together. Community-wide strategies can help identify and support those who are bullied, redirect the behavior of those who bully, and change the attitudes of adults and youth who tolerate bullying behaviors in peer groups, schools, and communities.

Bullying doesn't happen only at school. Community members can use their unique strengths and skills to prevent bullying wherever it occurs. For example, youth sports groups may train coaches to prevent bullying. After-care staff may read books about bullying to kids and discuss them. Hearing anti-bullying messages from the different adults in their lives can reinforce the message for kids that bullying is unacceptable. And remember, what your actions speak louder than words - show the next generation how to treat others with respect.

>>: www.stopbullying.gov/prevention/in-the-community/

If you have stories, updates, events or information you'd like included in the next monthly issue please contact: Pam Huerto - phuerto@athabascahealth.ca / 306-439-2647

Joke of the Month

What do you call cheese that doesn't belong to you?

Nacho cheese!

Dene Word of the Month

delk'oz
It is red



Trivia of the Month

Is there a right side of aluminum foil?

Actually, it makes no difference which side of the aluminum foil you use both sides do the same fine job of cooking, freezing and storing food. The difference in appearance is due to the foil manufacturing process.

In this issue:

Let's Put an End to Bullying. Show your support by wearing pink on Feb. 22

Yoga Opportunities on Pg. 6

It's heart health month! Turn to pg. 7 for some fun facts about your heart.

Q.I. Corner

“ Quality Improvement (QI) is a range of tools and strategies used to make something better. It's looking for opportunities for improvement, trying new approaches, and adopting them if they work. **Quality** healthcare is often defined as care that is safe, effective, efficient, timely, client and family-centred, and equitable.”

In our last QI corner we explored the Model for Improvement identifying how we can make good change in any area of our work or home lives by simply:

Creating an AIM: What do we hope (wait hope is not a plan), what do we AIM to accomplish? How much and by when? Remember soon is not a number ;) We keep it specific so we can actually tell if we're moving in the right direction towards our goal.

Pick Measures: We then look at how we know if we're making good change or if we're just doing things differently, which aren't always the same. We can have change without improvement, yet we can never have improvement without change. So how do we know? We pick a measure to track. We pick an outcome measure i.e. what's ultimately better and a process measure i.e. what are we going to do differently?

Test Change: The fun part comes next! We try ideas to change, ideas can come from anywhere: people who've had success trying to achieve something similar, wisdom practices, best practices, and your hunches, ideas from clients, family and friends. I find my best ideas come from my daughter, she's now 5 and tells me, "Taylor, (I know right? Who calls their mum by their first name?!?), just keep trying different things every day and one day your heart will get bigger cause one day it will work...". From the mouths of babes, this is the testing cycle of change in a nutshell; keep trying, track your progress, learn from all your amazingly wonderful failures, adjust and try again. Repeat.

Over lunch a friend/colleague asked me about the model, she said she wanted to try to use if for a personal goal she'd made for the New Year. While she could clearly define her goal, she didn't really know where to start trying changes for improvement because she wasn't too clear on the "real issue". She kept getting stuck with blaming one person rather than seeing her life for what it is -a big beautiful complex system. And so she asked, "How do I identify a problem and really get to the root of it"? And this month's QI corner was born!

One simple Quick and Crude (i.e. better than slow and elegant) way to the Root Cause:

5 Whys: Asking "Why?" may be a favourite technique of your three year old child in helping you work on patience, but it can also teach you a valuable Quality lesson. The 5 Whys is a technique often used in analysis, learning and identifying next opportunities in the QI world. It's a great tool that is simple and easy to use.

When repeatedly asking the question "Why" (five is a good rule of thumb), you can peel away layers of symptoms which can lead to the root cause of a problem. Very often the perceived reason for a problem will lead you to another question. Although this technique is called "5 Whys," you may find that you will need to ask the question fewer or more times than five before you find the issue related to a problem.

Benefits of the 5 Whys

- Helps identify the root cause of a problem.
- Determines the relationship between different root causes of a problem.
- One of the simplest tools; easy to complete without statistical analysis.

When Is 5 Whys Most Useful?

- When problems involve human factors or interactions.
- In day-to-day work life; can be used within or without a formal Quality Improvement event.

I DON'T ALWAYS ASK "WHY?"



**BUT WHEN I DO, I ASK IT
5 TIMES**

How to Complete the 5 Whys

- 1 Write down the specific issue you aim to address. Writing it down helps you formalize and describe it completely. It also helps a team focus.
- 2 Ask Why the problem happens and write the answer down below the problem.
- 3 If the answer you just provided doesn't identify the root cause of the problem that you wrote down in Step 1, ask Why again and write that answer down.
- 4 Loop back to step 3 until the team is in agreement that the problem's root cause is identified. Again, this may take fewer or more times than five.

5 Whys Example

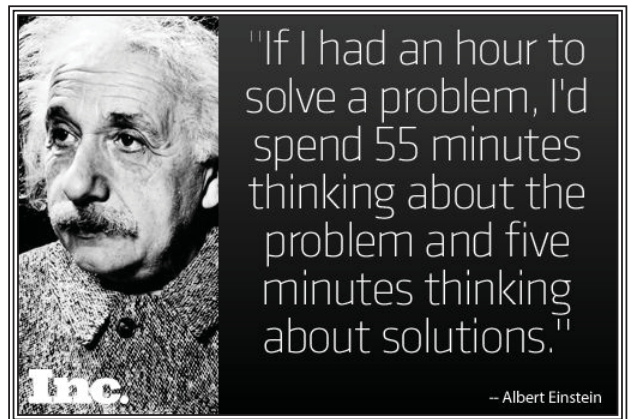
- When problems involve human factors or interactions.
- In day-to-day work life; can be used within or without a formal Quality Improvement event.

Problem Statement: You are on your way home from work and your car stops in the middle of the road.



As you can see, the final Why leads to a statement (root cause) that the team can take action upon and is much more meaningful to start identifying ideas for good change than simply stating, "ran out of gas".

One quick coaching suggestion: should you want to try this technique at home, at work or with friends I encourage you to let to whomever you are asking "Why" five times know what you are trying and why, and that in no way is your attempt a reflection that they are not giving you "the real answer" it is simply a tool to help communication get richer and deeper... if you just ram into "why, why, why..." you might come off as nuts and they'll say, "I just told you!"



5 Whys and the Fishbone Diagram

The 5 Whys can be used on its own or as a part of the fishbone (also known as the cause and effect or Ishikawa) diagram. Watch for next month's QI corner where we'll learn this tool that can help you explore all potential and existing causes that result in a single defect, problem, or mistake.

Take-away Quotation

"If you don't ask the right questions, you don't get the right answers. A question asked in the right way often points to its own answer. Asking questions is the ABC of diagnosis. Only the inquiring mind solves problems." – Edward Hodnett.



Who Can I Contact?

For more information or to get involved you can contact Taylor with Quality Improvement:

Phone (306) 439-2604,
Cell or Text: (306) 261-5290 or Email
tbassingthwaite@athabascahealth.ca

6 Ways to Make Your Mouth Extra Kissable for Valentine's Day

From the "Kiss Me" messages on tiny candy hearts to romantic songs on this Valentine's Day. Before cozying up to your loved one this year, make sure your mouth is in good health because, as it turns out, a kiss is more than just a kiss.

Kissing stimulates saliva, which can help fight cavities. However, if the person you're kissing has poor dental and overall health, you run the risk of getting unwanted germs, illnesses or diseases instead of candy, flowers or cards this Valentine's Day.

Here's what you need to know about making your smile a vision of love for February 14.

Cavities Can Be Contagious

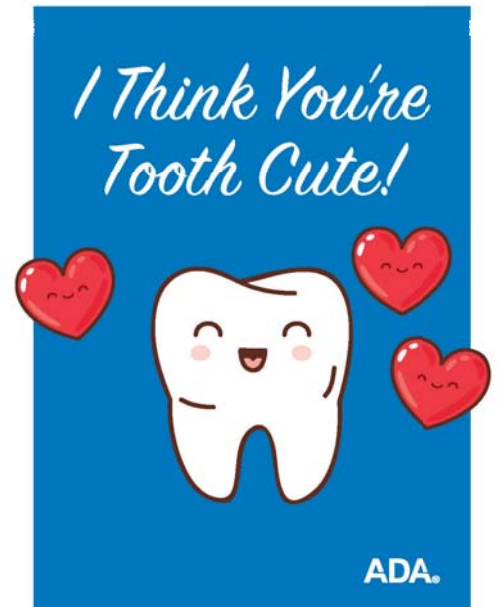
Whether through kissing or something as simple as sharing a fork, the bacteria that causes cavities can spread to another person. Brush twice a day for two minutes and clean between your teeth once a day for cleaner kisses and a cavity-free smile.

Beware Bad Breath

Bacteria is a big culprit of bad breath, so regular habits like brushing and flossing are especially important. Other ways to stay fresh are over-the-counter antimicrobial mouthwashes or chewing sugarless gum. Both can freshen your breath instantly and get saliva flowing—especially after you eat foods with a strong scent.

Share a Life (But Not a Toothbrush)

For many couples, a big relationship step is keeping a toothbrush at each other's place. Just make sure you each have your own because sharing toothbrushes also means sharing germs.



Brighten Your Smile

Nothing is more attractive than a confident smile. If whitening makes you feel better about yours, talk to your dentist about which option is best. There are a number of over-the-counter whitening products, or you could get an in-office treatment at your dentist.

Smoking Isn't Attractive

Smoking is bad for your breath and stains your teeth – not to mention terrible for your overall health. Smoking affects how well you smell and taste. People who use tobacco are twice as likely to get gum disease as someone who doesn't smoke. Smokers are also more at risk for oral cancer. Give yourself a gift this Valentine's Day and quit today.

Don't Forget About Your Dental Team!

A good relationship with and regular visits to your dentist or dental therapist can help keep your mouth at its best all year long. They can help keep you healthy, discuss any concerns and give more advice on keeping your smile fresh.

>> Source: <http://www.mouthhealthy.org/>

Black Lake

Health Centre: 284-0038

Stony Rapids

School Clinic: 439-2668

Fond Du Lac

Health Centre: 686-4816
School Clinic: 686-4828

Uranium City

Call Health Centre
for next visit

Air Medevac - King Air200

The Athabasca Health Authority is pleased to announce enhanced access to medical air transport for the residents of the Far North. The Authority, in collaboration with Health Canada, has selected West Wind Aviation to provide a dedicated basic to intermediate air medevac service to complement the Provincial Air Ambulance service that already responds to urgent situations.

Since 2003, the Athabasca Health Authority had utilized a Navajo plane for basic and intermediate Air Medevac Service with Transwest Air providing the aircraft and the services of a Captain and a First Officer for limited hours (4 pm-4 am). Services outside of these hours were provided on an "as available" basis.



Since the inception of the Athabasca Health Authority, it has always been the desire of the Board of Directors to enhance the level of Air Medevac available to the residents of the Athabasca Health Authority Region. As a result, the Athabasca Health Authority issued a joint Request for Proposals for an enhanced Air Medevac Services in partnership with Health Canada. The Request for proposals was coordinated by Public Works Canada, on behalf of AHA and Health Canada.

West Wind Aviation was awarded the contract and it came into effective on January 2, 2017. WWA has provided AHA with a King Air200, on a 24/7 basis and 365 days a year on the ground at the Stony Rapids Airport. Air Medevac's are coordinated and dispatched by the Provincial Air Control Centre (PACC) and dispatched according to the Canadian Triage and Acuity Scale in collaboration with medical staff from the Athabasca Health Authority. AHA is pleased with this enhanced service as residents of the Athabasca Region often face many challenges in accessing health services due to the remoteness and fly in nature of many of our communities.

West Wind Aviation has been offering air charter services in Saskatchewan for over 30 years and operates a fleet of 30 aircraft. West Wind Aviation is proud to be recognized as one of Canada's 50 Best Managed Companies as well as one of Saskatchewan's Top Employers.

The Athabasca Health Authority provides service to over 4500 residents spread across the most Northern and Remote Region in Saskatchewan.

What staff are onsite associated with this plane?

There are a total of 4 flight crew and 1 maintenance employee positioned in Stony Rapids 24/7 to support the aircraft.

What are the call letters of the aircraft?

It varies as the aircraft rotate in and out of Stony Rapids for maintenance

What facilities are on board for patients?

The aircraft is configured with a stretcher and additional seats to accommodate the medical team and a patient escort

Does AHA supply the paramedics? Yes

HELP US END BULLYING ON FEBRUARY 22, 2017

make nice

PINKSHIRTDAY.CA

PRESENTED BY

coastcapital
SAVINGS

BLACK
NEWS

YES

GROUP

Black Press

RESECT

LONDON
BRIDGE

>> Resource: <http://fitwrr.com/>

YOGA POSE OF THE MONTH:



When you hear Yoga can help with lower back pain, this is one of the many poses that can help relieve your back pain.

Cobra

- 1 Lie facedown on your stomach with your legs straight back, spread at hip width apart and the tops of your feet facing the yoga mat on the floor.
- 2 Resting your forehead on the mat and relax your neck and shoulders; bend your elbows and place your forearms on the Yoga mat with your palms face-down and positioned near your head. Please click here to see the video from Yoga.com
- 3 Breathing diaphragmatically, as you inhale, pull down your shoulders and engage your back muscles, press your forearms against the mat, and raise your upper-body off the mat. Looking straight ahead, keep your forearms and the front of your body pelvis on the floor, try to relax your shoulders and keep down away from your ears.
- 4 Exhale and slowly lower your head and upper-body and torso back down to the Yoga mat. Repeat this pose 3-4 times. Each time stay in the last raised position for 5-6 breaths.

Free Yoga Classes at the Integrated Health Facility @ 7:30pm

Open to everyone, come out & give it a try!

2017 Schedule

Feb.1 (Wednesday) – 7:30pm to 8:30pm
 Feb.6 (Monday) – 7:30pm to 8:30pm
 Feb.8 (Wednesday) – 7:30pm to 8:30pm
 Feb.22 (Wednesday) – 7:30pm to 8:30pm
 Feb.27 (Monday) – 7:30pm to 8:30pm

Mar.1 (Wednesday) – 7:30pm to 8:30pm
 Mar.6 (Monday) – 7:30pm to 8:30pm
 Mar.8 (Wednesday) – 7:30pm to 8:30pm
 Mar.22 (Wednesday) – 7:30pm to 8:30pm
 Mar.27 (Monday) – 7:30pm to 8:30pm
 Mar.29 (Wednesday) – 7:30pm to 8:30pm

Apr.3 (Monday) – 7:30pm to 8:30pm
 Apr.5 (Wednesday) – 7:30pm to 8:30pm

Yoga Notes

Interested in Attending Our Classes via Telehealth?

Jack Rennie, our current instructor, is willing to do yoga classes via Telehealth for interested communities. If people are interested in attending this way, we will look into setting things up so that we can connect with you!

Interested in Becoming A Yoga Instructor?

Would you like to teach yoga in your community? If you are willing to teach regular classes for your area, we can looking at training opportunities to help you!

Please contact Pamela Huerto if you are interested in either of these opportunities. 439-2647 or phuerto@athbascahealth.ca.

Games: In-Class Fitness Activity: Non-Elimination Musical Chairs

It provides physical activity in a limited amount of space.

Setup - Set up a line of hula-hoops at the front of your classroom, or move some desks and place the hoops in a circle.

How to Play - The game is played the same like regular musical chairs: the music plays and students walk in single file around the hoops. When the music stops, they must all put a foot inside one of the hoops. Then one hoop is taken away and the music begins again.

And here's where the game differs from the traditional version. More than one student can use a hoop. So as hoops are removed, students aren't eliminated but more are forced to share the hoops that remain. A great advantage to this variation is that you don't need to start the game with a hoop for every student. So you can play it with large classes.

Options - To make the game even more cooperative, you could have students stand completely inside the hoops when the music stops, forcing them to squeeze together.

Reference: "Non-Elimination Musical Chairs." Guy Bailey, "The Ultimate Playground and Recess Game Book. Educators Press, 2001. 5333 NW Jackson St. Camas, WA, 98607 360-834-3049.



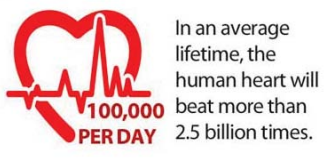
11 Fascinating Facts About the HUMAN HEART

1 WANT TO KNOW THE SIZE OF YOUR HEART? Hold out your hand and make a fist.



If you're an adult, it's about the same size as two fists. If you're a kid, your heart is about the same size as your fist.

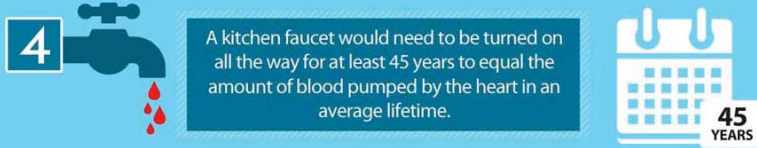
2 YOUR HEART BEATS ABOUT 100,000 TIMES IN ONE DAY



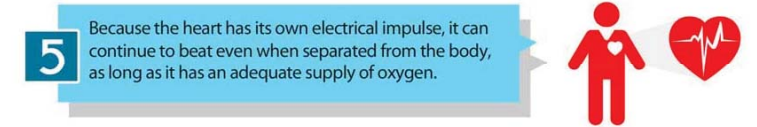
3 Your heart pumps about 1 million barrels of blood during an average lifetime – enough to fill more than 3 super tankers.



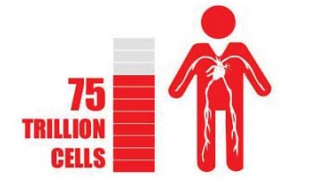
4 A kitchen faucet would need to be turned on all the way for at least 45 years to equal the amount of blood pumped by the heart in an average lifetime.



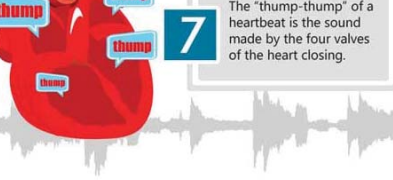
5 Because the heart has its own electrical impulse, it can continue to beat even when separated from the body, as long as it has an adequate supply of oxygen.



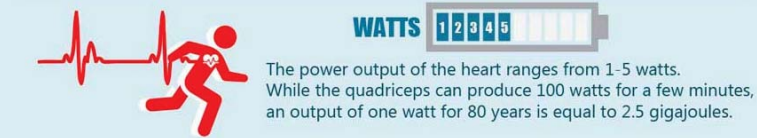
6 The heart pumps blood to almost all of the body's 75 trillion cells. Only the corneas receive no blood supply.



7 The "thump-thump" of a heartbeat is the sound made by the four valves of the heart closing.



8 THE HEART DOES THE MOST PHYSICAL WORK OF ANY MUSCLE DURING A LIFETIME



9 THE HEART BEGINS BEATING AT FOUR WEEKS AFTER CONCEPTION. **4 WEEKS**



10 A WOMAN'S HEART TYPICALLY BEATS FASTER THAN A MAN'S



11 BLOOD IS ACTUALLY A TISSUE



INCREASE HEART HEALTH

- GET ACTIVE** (Icon: person jumping rope)
- CONTROL YOUR CHOLESTEROL** (Icon: target with arrow and #)
- EAT BETTER** (Icon: pear, fish, carrot)
- MANAGE YOUR BLOOD PRESSURE** (Icon: blood pressure cuff)
- LOSE WEIGHT** (Icon: two people, one larger)
- REDUCE YOUR BLOOD SUGAR** (Icon: downward arrow and drop)
- STOP SMOKING** (Icon: cigarette with slash)

'Speak Out We're Listening' Youth Healing Workshop - Black Lake Held February 3-4th, 2017

The local youth had fun, learned a lot & celebrated World Cancer Day with a cancer walk & these awesome posters.



A Message from Liz Dorion



Valentines' day is fast approaching and what an opportunity to show someone that you love them. We show love most every day in many different ways, be it cooking a meal for your parents, it could be buying a box of chocolates for your loved one.

We shouldn't wait for a special day to show someone how much goodness there is in our community, we should do things every day to show who we love and all our community members that we care. Here is a list of activities that we can do every day to show everyone in our communities that we care about everyone.

Things to do daily:

- Tell your spouse/partner/children/parents that you love them everyday
- Start a gratitude board in your workplace/school/business and acknowledge the awesome work of someone you work with every day
- Put your spare change into a donation box every day and give it to someone who needs it
- When you see someone doing good things say thank you!!!!
- When you see someone not doing good things tell them they are hurting someone with what they are doing – correct the behaviour

"It takes one person from any community to make change – be that one person who takes the time to care for every person, every animal, every building and soon everyone will follow your example. Be that one person who does not judge, be that one person who will not gossip, be that one person who will not be jealous. Be the one person who takes the time to tell everyone just how unique every living human on this earth is. Be somebody who makes everybody feel like a somebody!!!!!" - Hplyrik.com

Family Violence Prevention Program – (306)439-2625

Welcome

We were honored to have the Board of Directors visit our Stony facility, & glad that they were able to see our corporate wall walk & daily visual management boards!

AHA is committed to continuous improvement!



IMAGINE NO BULLYING



PREVENTING BULLYING TIPS FOR PARENTS



IF MY CHILD IS BEING BULLIED

- Listen to your child entirely before reacting.
- Involve your child in finding solutions.
- With your child's help, create a team of support for you and your child (teachers, school counselors, trusted family members, etc.)
- Help your child learn how to cope with stress and anxiety.
- Build your child's capacity to respond effectively to the bullying by:
 - Abstaining from violence.
 - Not counter-bullying
 - Help your child to build their self esteem by: Engaging them in activities they enjoy.
 - Praising their good efforts and accomplishments
 - Remind your child that you love them.
- Know when the problem is getting too big for them, and seek appropriate intervention.
- To get help: Kids Help Phone 1-800-668-6868 or kidshelpphone.ca.

IF MY CHILD IS ENGAGING IN BULLYING BEHAVIOUR

- Stay calm and be firm—let your child know that bullying is not acceptable.
- Find out what motivates your child to bully, and encourage an open and honest discussion.
- Use non-violent and age-appropriate consequences; set rules.
- Discuss how your child can take steps to repair the damage caused by the bullying behaviour.
- With your child's help, create a team of support for the both of you (teachers, school counsellors, trusted family members, etc.)
- Be a positive role model in your child's life by being aware of how you use your own power.

IF MY CHILD IS WITNESSING BULLYING

- Explore the different options for your child to stand up against bullying.
- Educate your child to intervene immediately to stop the bullying, but to get an adult to help with the intervention if it's unsafe to act without an adult present.
- Approach the person being bullied to provide support.
- Explain the difference between "tattling" on someone as opposed to reporting in order to stop someone from getting hurt.
- Encourage your child to come up with creative ways to intervene in a bullying situation, such as changing the subject or starting a game.
- Set a good example for your child by showing that you care about others.

FOR MORE INFORMATION AND RESOURCES, VISIT REDCROSS.CA

News Flash

Congratulations

We would like to congratulate those who participated in the Fitness Leadership program hosted in Fond du Lac:

- Corene Martin
- Mary-Anne McDonald
- Tammy Lidguerre
- Luke Symons
- Jill Hiltz
- Jacqueline Hale
- Sripasanna Sritharan



We look forward to seeing you lead healthy initiatives in your communities!

The program was funded by AHA Health Promotions, organized by Mary-Anne McDonald & put on by Fitness 2J2.



Five Valentine Baskets were raffled with the draw on Friday, February 10th. Proceeds are going to our fellow employee Cheyenne MacDonald, Finance Officer. Cheyenne is away from work to care for mother Clara MacDonald.

The winners were:

- Girl Basket – Bev Peel
- Boy Basket – Thomas Boyd
- Hers Basket – Hayden Mercredi
- His Basket – Marilyn Mercredi
- Family Basket – Matthew Sayazie

Thanks for all your donations!

Do You Have Eczema?

If you have eczema, you might be happy to know that the Stony Rapids Northern Store now carries one of the the approved products from the Eczema Society of Canada. Products that are identified as 'Accepted', have undergone a formal review, are free of ingredients known to be irritating to sensitive skin.



Farewell

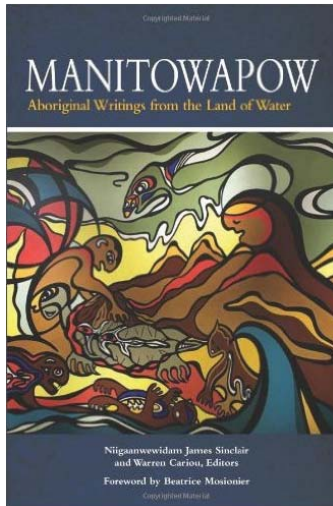
A fond farewell to dental therapist, Carolyn Pearson. We wish you the best in your future endeavours.

Look in a Book

“Children learn more from what you are than what you teach.”

-W.E.B. Du Bois

Adult Fiction



Manitowapow - Aboriginal Writings from the Land of Water

This anthology of Aboriginal writings from Manitoba takes readers back through the millennia and forward to the present day, painting a dynamic picture of a territory interconnected through words, ideas, & experiences. A rich collection of stories, poetry, nonfiction, and speeches, it features:

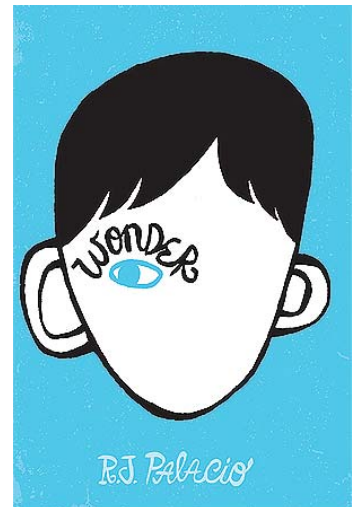
- Historical writings, from important figures.
- Vibrant literary writing by eminent Aboriginal writers.
- Nonfiction and political writing from contemporary Aboriginal leaders.
- Local storytellers and keepers of knowledge from far-reaching Manitoba communities.
- New, vibrant voices that express the modern Aboriginal experiences.
- Anishinaabe, Cree, Dene, Inuit, Métis, and Sioux writers from Manitoba.

Young Readers

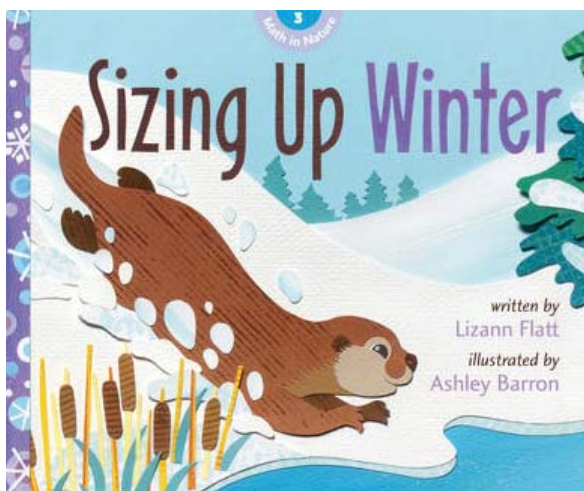
Wonder - R.J. Palacio

August (Auggie) Pullman was born with a facial deformity that prevented him from going to a mainstream school—until now. He's about to start 5th grade at Beecher Prep, and if you've ever been the new kid then you know how hard that can be. The thing is Auggie's just an ordinary kid, with an extraordinary face. But can he convince his new classmates that he's just like them, despite appearances?

This book is being made into a movie in 2017!



Young Readers



Sizing Up Winter - Lizann Flatt

As young readers journey into the natural world, they will discover that numbers, patterns, shapes — and much more! — can be found in everyday plants and animals.

What if animals and plants knew math, just like us? Would snowflakes all fall from the same height in the sky? Would otters spread themselves evenly across lakes? Would groundhogs be aware of the date? In *Sizing Up Winter*, the third title in the *Math in Nature* series, nature comes to life to help children grasp concepts of time and measurement.

“Because **Safety Starts With You!**”

Safety Source

Workplace Bullying/Violence

Bullying is usually seen as acts or verbal comments that could 'mentally' hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

IS BULLYING A WORKPLACE ISSUE?

Yes, bullying is a workplace issue. However, it is sometimes hard to know if bullying is happening at the workplace. Many studies acknowledge that there is a "fine line" between strong management and bullying. Comments that are objective and are intended to provide constructive feedback are not usually considered bullying, but rather are intended to assist the employee with their work. As described by WorkSafeBC and the Government of Saskatchewan, bullying and harassing behaviour does not include:

- Work assignments
- Expressing differences of opinion
- Offering constructive feedback, guidance, or advice about work
- Job assessments and evaluations
- Workplace inspections
- Implementation of appropriate dress codes
- Disciplinary actions



Reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g., managing a worker's performance, taking reasonable disciplinary actions, assigning work). There is no way to predict who may be the bully or the target.

WHAT ARE EXAMPLES OF BULLYING?

While bullying is a form of aggression, the actions can be both obvious and subtle. This list is included as a way of showing some of the ways bullying may happen in a workplace. Also remember that bullying is usually considered to be a pattern of behaviour where one or more incidents will help show that bullying is taking place. Examples include:

- Spreading malicious rumours, gossip, or innuendo.
- Excluding or isolating someone socially.
- Intimidating a person.
- Undermining or deliberately impeding a person's work.
- Physically abusing or threatening abuse.
- Removing areas of responsibilities without cause.
- Establishing impossible deadlines that will set up the individual to fail.
- Withholding necessary info or purposefully giving the wrong information.
- Making jokes that are 'obviously offensive' by spoken word or e-mail.
- Intruding on a person's privacy by pestering, spying or stalking.
- Yelling or using profanity.
- Criticising a person persistently or constantly.
- Belittling a person's opinions.
- Tampering with a person's personal belongings or work equipment.



If you are not sure an action or statement could be considered bullying, you can use the "reasonable person" test. Would most people consider the action unacceptable?

WHAT CAN YOU DO IF YOU THINK YOU ARE BEING BULLIED?

If you feel that you are being bullied, discriminated against, victimized or subjected to any form of harassment:

DO

FIRMLY tell the person that his or her behaviour is not acceptable and ask them to stop. You can ask a supervisor to be with you when you approach the person.

KEEP a factual journal or diary of daily events. Record:

- The date, time and what happened in as much detail as possible.
- The names of witnesses.
- The outcome of the event.
 - Remember, it is not just the character of the incidents, but the number, frequency, and especially the pattern that can reveal the bullying or harassment.



KEEP copies of any letters, memos, e-mails, faxes, etc., received from the person.

REPORT the harassment to the person identified in your workplace policy, your supervisor, or a delegated manager. If your concerns are minimized, proceed to the next level of management.

DO NOT

DO NOT RETALIATE. You may end up looking like the perpetrator and will most certainly cause confusion for those responsible for evaluating and responding to the situation.

WHAT ARE SOME GENERAL TIPS FOR THE WORKPLACE?

DO

- **ENCOURAGE** everyone at the workplace to act towards others in a respectful and professional manner.
- **HAVE** a workplace policy in place that includes a reporting system.
- **EDUCATE** everyone that bullying is a serious matter.
- **TRY TO WORK OUT** solutions before the situation gets serious or "out of control".
- **EDUCATE** everyone about what is considered bullying, and whom they can go to for help.
- **TREAT** all complaints seriously, and deal with complaints promptly and confidentially.
- **TRAIN** supervisors and managers in how to deal with complaints and potential situations. Encourage them to address situations promptly whether or not a formal complaint has been filed.
- **HAVE** an impartial third party help with the resolution, if necessary.

DO NOT

- **DO NOT IGNORE** any potential problems.
- **DO NOT DELAY** resolution. Act as soon as possible.

HOW CAN BULLYING AFFECT THE WORKPLACE?

- Bullying affects the overall "health" of an organization. An "unhealthy" workplace can have many effects. In general these include:
- Increased absenteeism.
- Increased turnover.
- Increased stress.
- Increased costs for employee family assistance programs (EFAPs), recruitment, etc.
- Increased risk for accidents / incidents.
- Decreased productivity and motivation.
- Decreased morale.
- Reduced corporate image and customer confidence.
- Poor customer service.



Who Can I Contact?

For more safety information contact:
chuerto@athabascahealth.ca



REDBERRY RELISH



INGREDIENTS:

- 8 cups (2 L) red berries (partridge berries or cranberries)
- 8 cups (2 L) yellow onions, finely chopped
- 4 cups (1 L) white sugar
- 1 tsp (5 ml) salt
- 1 tsp (5 ml) black pepper
- 1 tsp (5 ml) ground cinnamon
- 2 tsp (10 ml) pickling spice in a spice ball or cheese cloth
- 1 cup (250 ml) white vinegar

For a milder taste, use half the amount of pickling spice.

Recipe by: Barbara Crawford

Barbara Crawford is of Inuit descent, a mother of two and a grandmother of 4 who worked as a school secretary for 37 years. Barbara likes to go out on the land to hunt and gather where she resides near Goose Bay, Labrador. Her husband grows a large garden of root crops, peas and beans, to name a few.

Some adaptations have been made to the original recipe.

METHOD:

1. Add all ingredients to a large pot and leave overnight to soak, covered with lid.
2. The next day, bring the berry mixture to a boil for 10 minutes.
3. Remove pickling spice ball.
4. Reduce heat to a simmer and leave on heat, uncovered, for 1 hour.
5. While berry mixture is simmering, sterilize the jars and lids in a pot of boiling water. Check out <http://www.bernardin.ca/intro.htm> for canning information.
6. Use tongs to remove hot jars and lids from hot water. Keep the jars hot to help get a good seal.
7. Pour berry mixture into sterilized jars and fasten on the lids (always use new lids). Seal by boiling in an inch of water for 10 minutes.





NOTES FROM the cook

My mother-in-law was well known as a fabulous cook and this is her recipe. It was served on special occasions and was looked forward to each year. It is the perfect addition to Thanksgiving turkey or any wild meat dish.

My mother told me that the doctor demanded to see the barrel full of red berries to get people through the winter.



I stay away from the processed foods. I enjoy eating fresh, whole foods.

“This recipe takes patience, and cooks slowly, so stir often.”

This resource was developed through a generous contribution from the Canadian Home Economics Foundation and the Aboriginal Nutrition Network, Dietitians of Canada.

Canadian
Home Economics
Foundation



La Fondation
canadienne
Pour l'Économie familiale

 **Dietitians of Canada**
Les diététistes du Canada



Upcoming Events:

STONY RAPIDS

- Yoga Class @ 7:30pm
Feb. 1, 6, 22 & 27
Mar 1, 6, 8, 22, 27 & 29
Apr 3 & 5
In AHA Multi-Purpose Room
- Tuesdays - Exercise @ AHA - 7pm

BLACK LAKE

- 'Speak Out We're Listening' Youth Healing Workshop - Feb. 3 & 4
- Mondays - AA Meetings
7:00pm-9:00pm
- Thursdays - Women's Domestic Violence H.O.P.E. Group Meetings
Health Clinic @ 6:00pm-9:00pm

FOND DU LAC

- Mondays - Women's Group
6:30pm-7:30pm
- Community Addiction Recovery Program (CARG)
Thurs 6:00-7:00pm
Clinic Boardroom
- Family Healing Conference
Feb. 10-12th

Chef Solus Valentine's Day Healthy Heart Word Search Puzzle!

A word search puzzle grid with a pink background and a red border. The grid is 15 columns wide and 15 rows high. The letters are arranged in a grid. There are cartoon hearts around the grid: one at the top left holding a bouquet of red roses, one at the top right holding a sign that says 'I U', and one at the bottom left holding a single pink flower. There are also red tulips at the top of the grid.

Word Search Grid:

S	O	N	O	Q	V	C	F	S	R	A	W	O	D	C
C	O	I	V	T	E	E	D	W	K	G	F	F	O	L
I	O	A	H	P	G	E	R	T	A	F	W	O	L	P
B	S	Q	E	A	E	V	A	L	E	N	T	I	N	E
O	L	V	A	S	T	G	I	M	Y	S	J	I	S	C
R	X	N	L	K	A	E	N	B	A	F	L	T	F	X
E	K	K	T	R	B	S	W	I	N	B	U	Q	N	V
A	L	B	H	N	L	I	B	E	A	N	S	O	Q	S
F	E	H	Y	H	E	C	I	R	E	B	I	F	I	J
F	G	A	U	M	S	R	O	G	B	T	Q	C	U	E
Q	U	A	P	P	L	E	S	X	I	Q	V	V	R	V
Q	M	H	T	O	I	X	I	R	H	E	A	R	T	I
I	E	U	S	X	D	E	T	G	W	N	N	U	U	T
W	S	O	I	Q	D	U	J	J	O	G	R	L	G	C
K	A	U	T	N	N	R	Q	O	Y	C	J	E	N	A

Word List:

- APPLES
- FIBER
- BEANS
- HEART
- VALENTINE
- LOWFAT
- EXERCISE
- VEGETABLES
- LEGUMES
- SEEDS
- NUTS
- HEALTHY
- AEROBICS
- NUTRITION
- ACTIVE

More Nutrition Fun www.ChefSolus.com
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Healthy Cooking on a Budget

Baked Mac & Cheese

>> Source: First Nations Healthy Choice Recipes

Ingredients:

- 2 cups Macaroni noodles (\$2.50)
- 2 cups, milk skim or 1% (\$1.85)
- 1/4 cup flour (\$0.20)
- 1/4 tsp pepper (pantry)
- 1 tbsp margarine (pantry)
- 1 cup cheddar cheese, grated (\$5.18)
- 1 can (284ml) tomatoes, diced (\$2.15)
- 1 small onion, chopped (\$0.88)
- 1/4 cup bread crumbs (pantry)

- 1 Heat oven to 375F (190C)
- 2 Fill a large saucepan with water & bring to a boil. Add macaroni & cook until slightly undercooked. Drain water & rinse macaroni in a colander under cold, running water; drain well.
- 3 In a medium saucepan add milk, flour, pepper & margarine. Cook over medium heat whisking constantly until mixture bubbles & becomes thick.
- 4 Remove from heat; Add cheese, tomatoes, & onions. Stir in cooked macaroni.
- 5 Put into casserole dish & sprinkle bread crumbs on top. Bake for 30 minutes or until browned on top. Cool for 5 minutes. Serve hot.

Nutrition Tip:

Choose dark green & orange vegetables & fruits. Generally, the darker the vegetable the more nutrients it contains.

Total cost: \$12.76 Cost per serving (Serves 6): \$2.13
>> Item prices from Stony Rapid stores



This recipe will be featured in the new AHA facility lunch menu. Stay tuned for more information!