



## **VICARIOUS TRAUMA**

Building a Sexual Harassment-Free Workplace in Electricity

Safe Space Mentoring Tool

Department of Justice Ministère de la Justice Canada

#### WHY TALK ABOUT VICARIOUS TRAUMA?



- Vicarious trauma also known as secondary trauma is more directly linked to people who work with trauma survivor regularly.
- However, anyone who is exposed to another's trauma or pain can experience vicarious trauma.
- Supporting someone through a difficult or traumatic situation, especially if you have similar experience, can put you at risk.
- This presentation helps you to become aware of the factors that put an individual at risk for vicarious trauma, prevention strategies, and the signs and symptoms that may emerge.

#### What is Trauma?



# Response to an event that a person finds highly stressful, overwhelming

- Abuse
- Assault
- Disaster
- Displacement
- Accidents
- Intergenerational trauma
- Etc.

#### Emotional

- •Mental response to a disturbing event or situation
- •Acute: Response during and directly after an event
- •Chronic: Long-term response from prolonged or repeated events
- •Complex: Response to multiple events that may or may not be related

#### Physical •Serious bodily harm or injury

Types of Trauma

# Signs/Symptoms



#### **EMOTIONAL**

#### PHYSICAL

- Fear
- Denial
- Anger
- Feelings of helplessness
- Diminished mental wellness
- Changes in behaviour
- Guilt and shame
- Emotional numbness

- Psychosomatic illnesses
- Difficulty sleeping
- Nightmares/flashbacks
- Excessive alertness
- Fatigue
- Sexual dysfunction
- Hyper-alertness/jumpiness

#### **Vicarious Trauma**



Vicarious traumatization

is a **negative** reaction to trauma exposure.

It includes a range of psychosocial symptoms.

Vicarious trauma is used broadly to include other related terms such as secondary trauma, compassion fatigue, and critical incident stress.

#### What Is Vicarious Trauma?



Ongoing and cumulative effects of being exposed to hearing about or witnessing another's painful events.

#### Feelings . . .





#### What Causes Vicarious Trauma?

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Second-hand exposure to disturbing/traumatic events or material

• State of tension and preoccupation with the individual or cumulative trauma of those you have a connection to or identify with

• Re-experiencing traumatic events—being triggered

• Persistent arousal—consistently anxious, concerned, afraid

#### Impact

- Diminished concentration
- Sleep disturbances
- Physical illnesses
- Loss of compassion
- Missing work
- Reduced productivity
- Avoiding physical intimacy
- Reduced sense of connection with loved ones and colleagues

- Becoming judgmental of others
- Becoming cynical or angry
- Loss of hope or a sense of meaning
- Development of rescue fantasies, becoming over-involved, taking on others' problems.
- Development of overly rigid, strict boundaries
- Avoidance of social/work contact
- Questioning of one's values and beliefs



# **Common Symptoms**

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- Feeling frightened
- Sadistic reactions
- Wanting to retaliate

- Loss of control
- Extreme vulnerability
- Rescue fantasies—longing to save someone from harm
- Feelings of aggression, rage, grief, and horror

### **Common Symptoms**



- Feelings impact the way in which the survivor is being listened to and supported
- One's own unresolved conflicts and concerns re-emerging due to ongoing interaction with trauma survivors
  - Focus of attention remains on self, rather than on survivor
- May or may not have had similar traumatic experiences
- Inhibits a sense of compassion for other's suffering

### **Strategies for Preventing Vicarious Trauma**



Recognize that being witness to another's pain has an impact and take protective measures such as:

- Setting achievable objectives—you can't save a person, but you can support them. Remember what is in your control.
- Managing the amount of traumatic material, you are exposed to.
- Daily self-affirmations—focusing on successes.

- Take care of your wellness—rest, nutrition, exercise, and connection with people you care about.
- Tap into imagery that makes you feel safe and protected (when you're in work mode) and cared-for (when in non-work mode).
- Meditation, hobbies etc.





Sexual Harassment in the Workplace—Vicarious Trauma

https://sharpworkplaces.org/resources/worker/sexual-harassment-in-the-workplace-vicarious-trauma/

Resources on Vicarious Trauma: Self-care and Strategies by Organizations to Support Wellness <u>https://www2.gov.bc.ca/assets/gov/health/managing-your-health/mental-health-substance-use/child-teen-mental-health/vicarious\_trauma\_and\_organization\_resource\_list.pdf</u>

Vicarious Trauma Toolkit

https://ovc.ojp.gov/program/vtt/what-is-vicarious-trauma