

The 50 Plus Crowd "Health Installment" articles are dedicated to the subject of health and they are centered on lifestyle adjustments that make your life less stressful. The bottom line is....

"Do every thing you can to avoid the need for lawyers and doctors!!!"

### **Installment #2**

You absolutely do not have to be uncomfortable around others in the workplace. There are many reasons why a person might feel stressed in the presence of certain coworkers. Some of those reasons include situations such as when:

- Workers are asked to perform tasks that they are not prepared for due to a lack of experience or lack of training.
- Workers have physical limitations that make it difficult for them to perform their duties.
- The work requires mental capacity beyond the employee's training and/or education.
- The workplace is physically uncomfortable or depressing due to poor housekeeping, lighting, or is too hot, or cold and damp.
- Supervision or other Management personnel are overbearing, or workers must endure harassment on a regular basis.

So, what can you do about the problems related to work? Well, first of all, you do have a choice. It is, after all, against the law to discriminate against or harass employees. The first thing you must realize is that if someone is abusive with you or harasses you in the workplace, it is likely that they perceive you as less intelligent or less powerful than they are. That is why they think they can get away with that type of behavior in the first place. They are wrong!

If you are being harassed in any manner you do have recourse. If another employee is causing you stress, you must inform that person or persons that you find their behavior unwanted, annoying, or distressful to you. Document in a notebook any conversation you have about this matter. Include the date and the name of the person you spoke with.

Do Not Argue with anyone! Just state the facts as they are. If the behavior continues, document that also with a date and time. Be specific about what is said or done to annoy you. Whatever you do, do not exaggerate. Just be honest and state the facts as they occurred. You must report to your supervisor the very first instance of harassment after you have made it clear to those harassing you that you are annoyed by such behavior. If it is a supervisor harassing you, you must report the problem to his/her supervisor or other higher level management. Don't forget to document the meeting.

If you feel that no matter what you do, you will be treated the same or even worse, then you should absolutely consider working somewhere else. You can always try to seek a remedy for your poor treatment after you find better employment. There are many agencies that can help you find a better job, even if it means getting special training. A lot of people use only newspapers when looking for work. There are many more resources available and to the best of my knowledge every County in every State has an unemployment office. You may even qualify for free training.

In the mean time, if you need help or information from a State or Federal agency, please see the 50 Plus Crowd links page by clicking [www.50pluscrowd.com/](http://www.50pluscrowd.com/), then click on the Links tab and scroll down to the State Links. You can access your local State agencies by visiting the official website for the State you live in. Take some time to learn all about your State website and how to access your local county government websites. The Links are there for you to use and the information is free. Other great resources include the Manpower Website at [www.manpower.com/](http://www.manpower.com/), from which you can search for jobs and training, and [www.monster.com/](http://www.monster.com/).

You owe it to yourself and your loved ones to get out of, and stay out of abusive situations. We should be reducing the stress in our lives, not increasing it! I know that a lot of people are simply afraid of change. This, in part, is also why many people stay in abusive relationships. I also know that for some "Change is always difficult". Perhaps you just need a good game-plan. In Installment #3, I will be writing about change and education.

Thank you for taking the time to read Health Installment #2 from the 50 Plus Crowd.