

Understanding Workplace Violence: Context is Key

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complex

contextual

situated

constitutive

layered

relational

interrelated

processual

historical

systemic

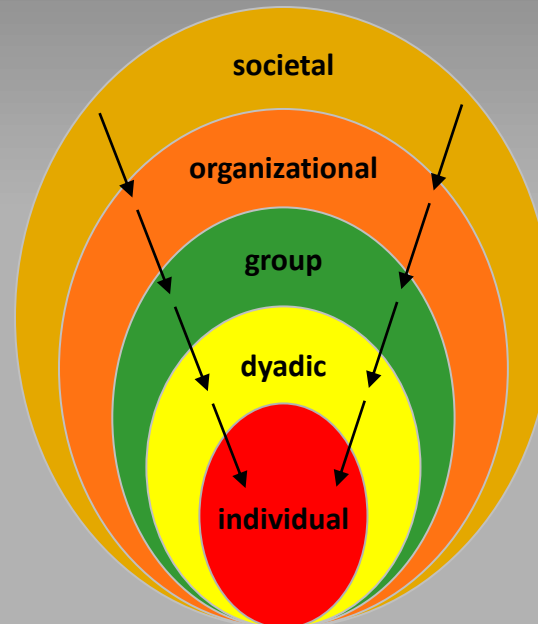
Current Theorization

psychological/
behavioural
perspective



focus: actors, acts, behaviours, consequences
interpersonal dynamics

nested/ecological
model



individualization of workplace bullying/violence

outcomes

narrow view of violence (physical)

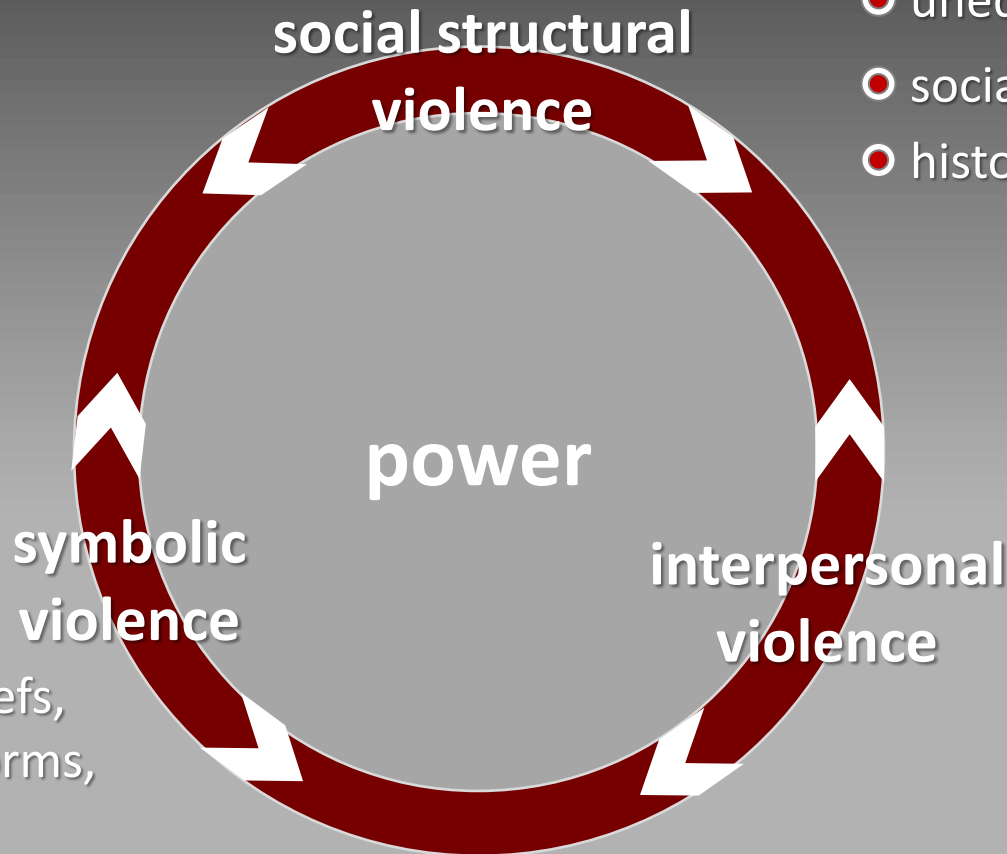
forms of violence as distinct/unrelated

binary thinking: individual vs social

limited view of power

Continuum of Violence

- direct & indirect violence
- violence: expansive concept
- unequal power relations
- social inequity
- historical context



internalized beliefs,
expectations, norms,
attitudes...

often invisible

“everyday” violence

*We particularly ask you:
When a thing continually occurs
Not on that account to find it natural
Let nothing be called natural
In an age of bloody confusion
Ordered disorder, planned caprice,
And dehumanized humanity, lest all things
Be held unalterable!*

*(Bertolt Brecht, in *The Exception and the Rule*)*

Thank you