

CN: sexual harassment in the workplace, sexual violence



# **SAFETY & DIGNITY AT WORK EDUCATION PACK**

CN: sexual harassment in the workplace, sexual violence



# WORDS TO KNOW



# precarity

[noun]

---

a state of existence in which material provision and psychological wellness are adversely affected by a lack of regular or secure income:

*The precarity that defines this socially vulnerable demographic cannot be ignored.*

# consent

[verb]

---

**F**reely given – without coercion, pressure, persuasion or manipulation

**R**eversible – anyone can change their mind at any time

**I**nformed – it's only consent if you have the full picture

**E**nthusiastic – consent is mutual and everyone needs to agree, it's not a 'maybe' or a 'not sure' or something you do because you're expected to

**S**pecific – just because you've said 'yes' to one thing, doesn't mean you've said 'yes' to anything else

# DARVO

[verb]

---

**D**eny  
**A**ttack  
**R**everse **V**ictim and  
**O**ffender

# DARVO

[verb]

---

a common and alarmingly effective tactic used by those who have been accused of abuse to present themselves as the real victim, by utilising social and/or financial capital, and existing psychological and cultural conditioning to victim blame to redirect sympathy and empathy towards themselves.

# himpathy

[noun]

---

the inappropriate and disproportionate sympathy powerful men enjoy in cases of sexual assault, intimate partner violence, homicide and other misogynistic behaviour

# institutional betrayal

[noun]

---

"When trusted and powerful institutions act in ways that visit harm upon those dependent on them for safety and wellbeing"

"Institutions have the potential to either worsen post-traumatic outcomes or become sources of justice, support and healing"



# institutional betrayal

[noun]

---

Examples:

- Failure to prevent abuse
- Difficult procedures and inadequate responses
- Supporting cover-ups and misinformation
- Punishing victims and whistleblowers



[WWW.YOGATEACHERSUNION.CO.UK](http://WWW.YOGATEACHERSUNION.CO.UK)



WHAT YOU  
NEED TO KNOW  
ABOUT



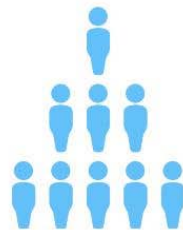
# Cults and Coercion

---

SOURCE: CULTS AND COERCIVE  
CONTROL - DR ALEXANDRA STEIN

# IS IT A TOTALIST (CULTIC) SYSTEM?

- **Leadership:** Charismatic, authoritarian
- **Structure:** Isolating, closed, with steep hierarchy
- **Ideology:** Absolute, total, exclusive
- **Processes:** brainwashing techniques, coercive control, though reform, radicalization
- **Outcome:** Controllable (deployable), exploited followers



Source: Lifton (1999), Arendt (1948), Schein (1961)

[WWW.YOGATEACHERSUNION.CO.UK](http://WWW.YOGATEACHERSUNION.CO.UK)

# Trauma bonding (disorganised attachment) to a totalist group:

- Group meets need and provides source of comfort.
- Alternate attachments are gradually stripped away.
- Group becomes only safe haven
- Threat emanates from group.
- Runs towards group as 'safe haven' from threat, forming a strong disorganised attachment



SOURCE: Cults and Coercive Control, Dr Alexandra Stein

[WWW.YOGATEACHERSUNION.CO.UK](http://WWW.YOGATEACHERSUNION.CO.UK)

# BALANCED



**EGALITARIAN**



# UNBALANCED

**AUTHORITARIAN**



**Two way communication**



**Both sides accepted and considered worthy of mutual support**

**Mutual trust and opportunity to add value**

even in 'unequal' relationships such as parent/child, teacher/student

**Top down communication**



**One assumes inferiority of other, who must change to suit their own criteria**

**Authority figure possesses all power, control and answers**



FOR SUPPORT PLEASE  
REFER TO OUR  
SIGNPOSTING PAGE:

<https://yogateachersunion.co.uk/support>

---

FOR GUIDANCE ON  
REPORTING PLEASE  
REFER TO OUR ASH  
LANDING PAGE:

<https://yogateachersunion.co.uk/safety-and-dignity-at-work>

