



Fall Activities with Kids

Fall brings many activities that you can engage in with the children in your life. This is a great opportunity to bond, build trust, and enjoy the outdoors before winter arrives. Below are 10 suggestions Wisconsin has to offer:

1. Corn Mazes
2. Hayrides
3. Pumpkin Picking
4. Pumpkin Carving
5. Apple Picking
6. Hike (great way to observe the beauty of fall)
7. Boo! At the Zoo
8. Make a bonfire
9. Autumn Fairs or Fall Festivals
10. Haunted Trails

Esta información también está disponible en español. Haga [clic aquí](#) para conocer cómo influye el trauma en el rendimiento escolar.

Tips for Raising Resilient Kids

Tip #7 – Encourage Healthy Risk-Taking



Children need to get out of their comfort zones and take age-appropriate risks/freedoms. This will encourage them to think about their decisions and consequences. Giving them a chance to grow by letting them experience difficulties and their ability to bounce back. This will prepare them for the real world and help them realize that they can face things that may go wrong.

While we don't have permission to reprint it, we thought the following blog post would really resonate with parents of teens. The author takes the perspective of a teenage girl writing a letter to her parents about what to expect as she moves through her teen years.

Dear Mom and Dad, Please Stick With Me
(grownandflown.com)

Why Cyberbullying Hurts and How to Handle It

By Jade Wu, Ph.D., **Psychology Today** (Used with the author's permission)

The internet has raised bullying to a new level. How can you cope?

On September 22, 2010, 18-year-old Tyler Clementi jumped to his death from the George Washington Bridge. He had been a student at Rutgers, one of many hopeful young people starting a thrilling new phase of life at college. But only three days before his suicide, he had experienced an extreme case of cyberbullying.

Tyler's roommate and another classmate had used a webcam to spy on him kissing another male student. They posted about it on Twitter, even going as far as to invite others to tune in for a second viewing. It's impossible to say what Tyler felt when he found out—all we know is that he took his own life within days.

Sadly, Tyler's tragedy isn't an isolated event. In 2019, a large survey by the Cyberbullying Research Center in the U.S. found that 30 percent of teens had experienced some form of cyber aggression in the last month. The things they experienced included:

- Being the target of rumors
- Mean or prejudiced remarks
- Being impersonated by someone
- Threats and intimidation

Cyberbullying is more than a matter of hurt feelings. A 2018 study of over 31,000 teens found that cyberbullying was a strong predictor of emotional and behavioral problems and that this effect remained even when traditional bullying was accounted for. We also know that being a victim (and, interestingly, being a perpetrator) is linked to having more suicidal thoughts and attempts.

You might think it's only teens who are affected, but adults also experience online aggression and provocation. A 2015 survey of young women, the majority in their 20s, found that one in five had repeatedly received unsolicited, sexually obscene messages and solicitations.

While this particular study focused on women and their experiences, it's important to point out that men also experience cyber aggression. Curiously, one study on perceptions about cyberbullying found that men's reports of these experiences aren't taken as seriously, and people tend to blame the victim more if it's a man. Regardless of age, gender, or other factors, we have to be conscientious not to overlook people's experiences of cyberbullying.

CONTINUED FROM PAGE 2.

What do we know about cyberbullying, and what can we do about it?

The vastness of the internet and the anonymity of social media make for unique modern challenges. The online world has only become mainstream in the past few decades, but teens and adults are dealing with a whole new type of bullying because of it. We have to understand what makes cyberbullying so damaging to help us prevent and cope with it.

1. The internet allows perpetrators to be more anonymous and removed, which amplifies the ferocity of aggression.

When you think of the classic playground bully, what comes to mind? They're combative, cruel, and not exactly prone to empathy. This applies to cyberbullies, too—perpetrators tend to be less empathetic, less able to put themselves in someone else's shoes. The problem is that the internet makes it much easier for a person to lean into this trait.

Looking someone in the eye as you humiliate and hurt them is much harder than doing so behind the screen. Most people aren't capable of inflicting emotional pain on another when they're up close and personal.

But online, we're physically removed from one another. We can't see the fear in someone's eyes. We don't even need to show our faces when we interact. That dynamic can make some people less guarded. And if someone already leans toward aggression, this anonymity and distance may be all they need to be drawn into bad behavior they wouldn't normally risk in person.

Because so many more people are capable of casting nasty threats from behind a keyboard than face-to-face, this makes cyberbullying particularly difficult to combat. When we go into cyberspace, we step into a world of less inhibited, less accountable, and less empathetic people.

What to do about it:

- Don't friend strangers on Facebook. Even if the people you know are less inhibited on Facebook, they can't hide behind total anonymity.
- If you engage with someone on Twitter, Reddit, or another platform, immediately block them if they use threatening, harassing, or prejudiced comments.
- You can make a choice not to engage. Cyberbullies aren't looking for a meaningful conversation with you, so no amount of reasonable arguments will persuade them. In fact, your discomfort could reinforce and feed their behavior. Silence is the least satisfying response they can get from you.
- Get support from forum moderators, other participants in the conversation, and the people in your offline life.

2. Bystanders to cyberbullying are less likely to step in and help.

The distance and anonymity the internet creates also makes us worse bystanders. If one person witnesses a physical assault, the victim has a potential ally, or at least someone to call for help. If a hundred people witness an assault, nobody feels like it's their responsibility or their place to step in—someone else will do it. And sometimes they might even think that what's happening must be normal. This is called the Bystander Effect, and it happens online to an even greater extent.

This dispersion of responsibility leaves victims feeling more isolated and makes perpetrators more emboldened.

What to do about it:

- You can make a change! If you're a bystander, step in and call out bad behavior, and reach out to the victim to offer your support.
- Invite others by name to also add their support.
- Focus on the act of the behavior itself, not the person perpetrating it. Aim your response at calling out bad behavior and supporting the victim rather than shaming the perpetrator. Fighting bullying with more bullying isn't the answer.

3. Cyberbullying can be hard to escape.

The internet exists 24/7 all around the world, and we use it every day. There isn't a physically safe location, such as home, the workplace, or even out of town during a vacation, where a victim can be totally out of reach. Sometimes, you can't even pursue a geographic restraining order to escape the harassment.

In 2008, Melissa Anelli started getting threatening messages from someone in New Zealand. These sexual and violent messages became more and more graphic and upsetting, and eventually, she and her family members were receiving postcards and phone calls from the stalker.

Melissa is an author and webmaster of The Leaky Cauldron, a Harry Potter fansite. Her experience of cyberstalking was a perfect case study of how difficult it can be to escape. Because the stalker, who was a fan Melissa had banned from a Leaky Cauldron forum for offensive comments, did not live in the U.S. as Melissa did, the police had no authority.

The offender was eventually arrested in New Zealand, but Melissa has reported that the harassment never fully ended.

What to do about it:

Through perseverance, Melissa Anelli was able to get some help from international law enforcement, but she has also talked publicly about how traumatizing this experience has been. Cyberbullying incidents don't have to be as extreme as Melissa's to be a frustrating and upsetting experience.

CONTINUED ON PAGE 4.



CONTINUED FROM PAGE 3.

- Give yourself breaks from the internet and social media so you can create safe spaces and times for yourself IRL.
- Engage with your resources to protect yourself. Keep records of the harassment, report incidents to webmasters or forum moderators, report stalking and hate crimes to law enforcement, and safeguard personal information, like your address and social security number.
- Try your best to let go of what you can't control and focus on what you can. Instead of rereading offensive messages, spend your time and mental space on other areas of your life that are fulfilling and give you a sense of mastery. Remember that in this case, "letting go" is not resignation or defeat, but rather an empowering choice you can make.

4. Cyberbullying is incredibly isolating.

We can't see the bruises and scars left by cyber aggression, but the emotional damage can be just as bad as physical marks. Ironically, while the abuse can be invisible, it can also be very exposing.

When something makes its way to the internet, it tends to spread and stay. Even years after the initial cyberbullying, there may be permanent records of demeaning videos,

sexually intimate pictures, and vicious rumors that follow a victim. This can affect every relationship, or hopeful relationship, this person has for the rest of their life.

These factors make cyberbullying a particularly isolating type of trauma. It may be hard to reach out for social support, because you may feel intimidated or embarrassed about what's going on. I can imagine, for example, that if someone's ex-partner spread nude pictures of them on the internet, the last thing they would want is to share the experience with their family and friends and ask for emotional support.

Even when there's no embarrassing material present, being the recipient of repeated harassment, it can be difficult to share. Remember the statistic I talked about earlier that said 20 percent of young women in one study had received repeated, unwanted sexual messages? That study also found that a large number of women internalized the harassment. Keeping the harassment to themselves affected not only their mood but even their appetite and sleep.

What to do about it:

- Get social support. It's important to find and lean on people you can trust, people who will want to help you instead of judging you.
- If you don't feel comfortable sharing with family or friends, you can also reach out to a mental health professional, who will not only be nonjudgmental but also bound by confidentiality.
- Remember that you are not alone. It's possible that the stress of isolation will cause you more grief than the stress of sharing your embarrassing experience with someone who cares.

Jade Wu, Ph.D., is a clinical health psychologist and host of the Savvy Psychologist podcast. She specializes in helping those with sleep problems and anxiety disorders. Visit her web site for more information: www.jadewuphd.com

LEADERSHIP Matters

A Trauma-Informed Care Approach in the Workplace is a Facebook video created by Fred Cardenas, the manager of the San Antonio Early Childhood Well-Being team. The video reviews some of the approaches we can take within our organization to have a trauma-informed response to changes occurring due to COVID-19.

Trauma-Informed Approach in the Workplace





Fred Cardenas
Licensed Master Social Worker



45 Feel-good Self-care Ideas for Fall

By **Our Mindful Life** (Used with the author's permission)

“Self-care is how you take your power back.”

Crisp and cool air, the smell of pumpkin spice, fall has a lot to love and offer. While the holiday season is ahead of us, it's now the prime time to reboot and keep our spirit up all the way to the end of the year. We've rounded up 45 fall self-care ideas to pamper yourself and keep you grounded.

Prioritize your well-being with these 45 autumn self-care ideas!

1. Go to a spontaneous self-staycation. Find an Airbnb nearby and stay overnight.
2. Soak your feet before bed. A warm salt or vinegar foot spa is just as good as a cozy bath.
3. Bake something. Cookies, cupcakes, s'mores...everything sweet.
4. Do yoga. Research has proven the benefits of doing yoga, both physically and mentally. Not a yogist already? Give it a try this fall.
5. Go hiking. And chase fall foliage at the same time!
6. Track your water intake. In this season, you need water more than ever. Use an app or a tracking water bottle to keep yourself hydrated.
7. Pet your cat. Watch a funny cat video on YouTube if you don't have one.
8. Make a vision board. Keep your eyes on the big picture and forget about New Year's resolutions.
9. Declutter your home. Do a mini fall clean followed by a yard sale. Make sure your place is clutter-free before the party season arrives.
10. Try meditation. With Halloween and Thanksgiving around the corner, a to-do list looks all of a sudden 10 times longer. A monkey mind is not what you want to deal with to get stuff done. Meditation is a great exercise to stop your mind from kittinging around. Here are **7 bite-sized tips on how to begin meditating**.
11. Follow a sleep talk-down before bed. For those suffering from seasonal blues or insomnia, sleep talk-downs help you fall asleep as well as improving sleep quality.
12. Take a deep breath. Breathe in positivity, breathe out negative thoughts. This fall self-care idea is free and easy to implement.
13. Aromatherapy. Put 3 drops of your favorite essential oil in the diffuser and enjoy this soothing autumn ritual before bed.
14. Make a happy list. Dedicate a page in your bullet journal for all the delightful things. It can be a treat, a movie, a toy or anything. When you feel overwhelmed this fall, pick one or two to do or enjoy! **Here** are more self-care layouts to add to your bullet journal.
15. Try the Whole 30 diet. Reboot your body and soul with clean fuel. Seasonal goodies are flocking the market. It's now the best time to treat yourself with real food.
16. Do a face mask. Or masks. Or maskssss.
17. Get a new pair of shoes. Whether it's for work, for the gym or just for the sake of it, you can't possibly run of reasons to buy shoes.
18. Go stargazing. Or just gaze at the stars from your balcony.
19. Go for a drive. Hop on a spontaneous road trip for a day, an afternoon or just for an hour. Roll down the window and enjoy the cool crisp autumn breeze.
20. Binge-watch Netflix.
21. Use all your leftovers in the fridge to cook a meal. **Here** are a variety of leftover recipes for tonight.
22. Help out at an animal shelter. The best fall self-care idea may not be about yourself at all.
23. Organize the photos in your phone. Clean them up and only keep what matters. Letting go is the first step of getting your life organized.
24. Build yourself an indoor garden. Greens are powerful delights, for both home and mood.
25. Change up your workout routine. Fall is a season when we tend to get "too cozy". If you feel unmotivated for working out, it's time to switch cardio to strength training. Hate squats? HIIT is a great way to boost your mood and burn fat at the same time.
26. Unfriend those toxic people in your life. Detox your life circle by removing narcissists from your life.
27. Make something from scratch. Crafting, baking or drawing, your call.
28. Online window shopping. You don't need to spend a dime for the fun of it. And it's also time for some early Christmas gift ideas.
29. Build a good habit. Start from the smallest thing like going to bed before 11 pm. And track it with your bullet journal.
30. Visit local tourist sites. Take a day to visit places tourists flock to. Explore like a true newcomer in the city. Maybe you'll fall in love again with your town.
31. Go to a free outdoor festival.
32. Try out costumes for Halloween. It's never too early to get yourself spook-ready.
33. Roast some veggies. For those who hate greens, try roasting them with salt and pepper.
34. Carve on a pumpkin.
35. Collect fallen leaves of different colors and make a scrapbook.
36. Make a fall wreath. And make it your seasonal home statement.
37. Find a bench and do nothing for an hour. Enjoy a moment of peace and serenity watching people come and go.
38. Visit a new place. Do you have a travel bucket list? Find somewhere affordable with great fall views and hop on the next flight.
39. Decorate the house. Give your nook a joyful autumn makeover.
40. Create a hygge playlist.
41. A photo safari. Capture seasonal scenery with your phone. If you've never done this before, you'll love this refreshing fall self-care idea.
42. Read an actual book.
43. Donate old clothes. Declutter your wardrobe. Give back to the community and help those in need.
44. Go bike riding.
45. Go to a Ferris wheel. See your city from a new angle.



Time for a Life Assessment?

By Michael McCafferty, **FEI Workforce Resilience**

I'm enjoying summer this year, and when I spend enough time outdoors getting fresh air and sunshine, I almost feel something close to "normal."

Yes, the pandemic has somewhat loosened its grip on society and commerce—at least for vaccinated people. But it's not done yet.

This hasn't been a normal year for any of us. And I don't want to suggest that we'll be back to normal anytime soon. In fact, not returning to normal might be a good thing.

According to workplace surveys from before the pandemic, high percentages of the U.S. workforce were already stressed out, feeling overworked, and lacking work-life balance. But despite feeling overwhelmed to the point of burning out, many workers felt stuck, unable to make big changes.

But the pandemic disrupted business as usual.

The subsequent 12+ months of working in a very different way—sometimes remotely, sometimes with very different interactions—prompted many workers to reassess things—often things they never took time to consider before. Some reconsidered the type of work they were doing, especially those in the service and hospitality sectors. Others realized that the way they were working was no longer working for them—especially those with a stressful commute to a long workday in an office far away from home and family obligations.

If these re-assessments lead to a happier, healthier, and more stable society, then perhaps the pandemic may have stimulated some positive change.

There is a quote, often attributed to Winston Churchill, that suggests, "Never let a good crisis go to waste."

Indeed, rather than rushing back to "the way things used to be," we are more likely to benefit from using this disruption as an opportunity to take stock of our lives.

Some good things to examine might be:

- Do you do meaningful work? Is the work you do important to you? Does it feel like you are fulfilling your purpose? Does it fit with your strengths and weaknesses?

When you find meaningful work, it feels less like work and more like you're doing what's right for you. If the idea of doing what you did before or during the pandemic leaves you cold, pay attention to that. Be open to other possibilities.

- How are your relationships? It's helpful to build healthy connections outside of work so you have support, intellectual stimulation, and much needed relief from feelings of isolation and disconnection.

Human beings are social creatures, and we benefit from interacting with others—something we were sorely deprived of during the pandemic.

- Are you paying attention to your feelings? Many of us are emotionally exhausted from the events of the past 18 months: The pandemic. Social unrest. Politics. We just feel like we need a break. That's OK. Take a break!

Limit your discussion of things that get you worked up. Try to spend time each day consciously focusing on things that help you smile, relax, and feel happiness and gratitude

- What's your intellectual fitness? Research shows a strong benefit to our cognitive health when we continue to learn new things throughout our life. Our brains can constantly grow and learn, but we need to do the work.

If you haven't read a book in a while, that's a good place to start. Puzzles, learning to play a new game or musical instrument, or even studying a foreign language can be great for brain health.

- How's your spiritual health? Do you feel like your job, relationships, friends and activities are aligned with your purpose and values? And do you live them out every day or at least feel like you can?

This requires careful, honest reflection. If you cannot live your values in your current situation, you may feel misaligned with the purpose of your life, which can lead to unhealthy life choices, stress, anxiety and depression.

- How is your physical health? Do you get enough physical activity? Sleep? How's your diet? If you can't remember your last physical, schedule one now.

If you need help with any of the above, contact your EAP and set up a personal, confidential conversation with a counselor.

Call 266-6561 or email eap@cityofmadison.com for more information about your EAP benefit.





October 2021 Message

How To Recognize Domestic Violence

Domestic violence refers to a pattern of behaviors where one person in an intimate relationship exerts power or control over the other.

Children who witness domestic violence between their parents are at a greater risk of perpetuating this behavior as adults. To disrupt this cycle, it's important to understand that domestic violence includes a variety of controlling behaviors.



- **Physical abuse:** Any violence or threatening behavior toward you, your children or your pets. It also includes destroying possessions or treasured objects.
- **Emotional abuse:** Any behaviors that are humiliating, intimidating, degrading or controlling.
- **Economic abuse:** Any behaviors where the abuser controls the money or prevents you from getting a job or going to school.
- **Stalking:** Any pattern of unwanted behavior that involves monitoring, harassing, or repeatedly contacting or following you.

If you recognize these behaviors in your relationship, it's important to seek counseling or call a domestic violence hotline. Children who witness domestic violence need to feel safe, whether that's with one parent or two.

NEED HELP?

Your EAP can provide additional guidance and resources.

2021 WEBINAR SERIES

OCTOBER 20, 11am CT

The Impact of Domestic Violence

REGISTER

What *really* is domestic violence? Whether the tactics are physical or psychological, we'll help you recognize the signs of domestic violence and gain a better understanding of its power and control. We'll also discuss what you can do to safely support someone who is navigating these challenges.

Presented by **Christie Latterman, MS, LPC** and **Teresa Gagliano, MS, LPC-IT**
EAP Counselors
FEI Behavioral Health

1-800-236-7905
FEI is available 24/7
External EAP for City of Madison



City of Madison EAP
Phone: (608) 266-6561

www.feieap.com
Username: Madison



**October
is
Domestic
Violence
Awareness
Month**

*Thanks for reading,
we hope you found the information useful!*

**You can reach any of us by calling the
EAP Office at (608) 266-6561**

Tresa Martinez, tmartinez@cityofmadison.com

Arlyn Gonzalez, agonzalez@cityofmadison.com
Provides bilingual EAP services in English and Spanish

**External Available 24/7:
FEI Workforce Resilience (800) 236-7905**

Sherri Amos, samos@cityofmadison.com

To learn more about your external EAP services, please contact FEI at 1-800-236-7905 or log on to feieap.com and type username: madison.