

2002 - REFLECTIONS ON THE CIRCLES OF HARASSMENT

Includes: The Circles of Harassment (2002), The Victim's Allies (2002), Spies and Moles (2003), Anti-Mobbing Culture (2002), and Abuse of Confidence Harassment (2002).

In the original Spanish. Translated by Marina Parés

Los Círculos del Acoso

Oct2002 . Marina Parés

The Circles of Harassment - By Marina Parés Soliva. October 2002

Imagine a point and several concentric circles, similar to the Sun to the planets in their orbits. The most central POINT is the stalker, surrounded by the FIRST CIRCULE formed by few people who act as the stalker, sometimes more harassing than the instigator and do a lot of damage; and together with it form the infernal circle or gang of harassment.

These are surrounded by the SECOND CIRCULE made up of many more people who spread rumours and act passively isolating the victim. It is followed by the THIRD CIRCULE much more numerous, made up of the people who see it, but do nothing and look the other way basically because they are frightened. Sometimes in this circle there are righteous people who suffer from suffering and not being able to do anything, it is considered that these spectators, can also suffer post-traumatic stress. The FOURTH CIRCULE is made up of people far away from the bully and who are in favour of the harasser. In my opinion I think that those of us who are part of forums, associations and supporters as a whole would be in the fourth circle.

SUPPORTERS

Supporters are indispensable to the person who harasses. In general, workplace harassment will only be possible when there is a group of supporters, who support the instigator or primary harasser. Supporters ARE complicit in the aggression. Some people get a little involved, while others support instigators by assaulting the victim more virulence.

SILENT WITNESSES

Many of them see the problem with their arms crossed, stand out, and cover up psychological terror. They all lack: the courage, principles, and responsibility necessary to oppose this harmful practice. Many times, silence is motivated by the fear of being the next victims themselves. The fear that haunts them is stronger than their own conscience. YOU KNOW PERFECTLY THAT your behaviour is unfair.

TO ALL OF THEM: Half-inks are not worth it: you cannot apologise to colleagues who deliberately and often, even with malicious joy, turn a blind eye to the ill-treatment (physical or word) that take place in your department.

SILENT WITNESSES. All experts agree, no harassment can last, without the cooperation of silent witnesses. And that's you and me.

Every time we allow a person who is not present to be criticized.

Every time we deny the greeting to someone because it is no longer well seen to relate to them.

Every time we justify isolation in "he will have been sought" or "something will have done."

Every time we look elsewhere when in front of us a person is assaulted (even with the void).

And once we've let others dictate "fashion" to us who we're well-seen to rub shoulders with, we'll have started to lose personal freedom and give it in to a toxic leader.

MORE ABOUT MUTES WITNESSES: It doesn't go with me

by Marina Parés Soliva - September.2002

"It doesn't go with me"

I am trying to collect "typical" attitudes and words from the silent witness; in the hope that we will not let ourselves be deceived by them, nor let them deceive themselves. We have already found two attitudes:

1: Fear

2: attributing blame to the victim.

What is really going to help US ARE the words that make us serve. I am given the famous one employed by silent witnesses and also by those who, being aware of the problem, do not want to intervene, but want to have their (poor) consciences calm.

It's the one from "SOME THING WOULD HAVE DONE"

When the person is given responsibility for her situation, we are less likely to intervene to help her. Therefore, prayer is also given as passive, if we do not want to help the person, we blame him for his situation. They also say, "You're not that good." And I wonder, compared to who?

In my opinion there are TWO serious consequences caused by MUTES WITNESSES:

1) First: towards the victim of harassment

It generates mistrust in people and a situation of helplessness.

2) Second: for the mute witness himself

They know that they do not act well and this creates a desire to justify themselves. They end up accusing the victim. And if by chance before the harassment they were friends, their attacks can be much worse. All as long as the main stalker doesn't associate them with the victim. Looking the other way when an injustice is committed generates "moral filth", and this is because it consents at first and because its aggressions, then. That is, in an effort to justify their evil deed (silence) they end up exercising a worse one (accuse).

Victim comments extracted from forums:

- "Matches the second point of Marina's notes. In psychology this is called "error or attribution bias" (by Siul).).
- "When you are seen as a danger because they are whole, they drop things like "You are/It's very rare," "We've never had these 'problems' before with other workers," etc." (by Star2).
- "Silent witnesses" are the falsest thing there can be in a work environment, because they change like vanes, and they're going to make a tremendous mess" (anonymously affected).
- "Surely you will suffer the unspeakable when you discover for yourself how "ungrateful" they are before your attentions, and they will make you fat work when you least expect it" (anonymously affected).
- "I imagine it will depend on the situation and who is cowardly because he can run out of work for denouncing and supporting the bully because I don't know, but a minimum towards the victim would be to acknowledge that it is unfair what they do to him and to give him his support, even if it does not involve facing the chief harasser, is there any mute witness doing that?" (by Paul S.)

Contributions from forosdelmobbing.info

THE OPINION OF EXPERTS

José Luis González de Rivera

Silent witnesses would fit the profile of mediocre "empty" that José Luis González de Rivera speaks of in his book 'Psychological Abuse' when he describes the voids:

"The inner vacuum of the normopath tends to be filled with external stimuli and regulations, which makes him a faithful and easy follower no matter what, the same gives it that it is a religion, a political ideology, a cultural group or a sectarian group "

It will not be that void and that absolute lack of judgment that causes them to become followers of the stalker or silent witnesses, since they do not have the integrity to face someone or to denounce what is unfair and if instead, they are fooled by the stalker's game.

Iñaki Piñuel and Zabalza

"The aggressors will never recognize themselves as such, they say the victim is doing it wrong and often try to present the effect that causes their harassment as the source of the problem. The victim is destabilized and then said to be unbalanced. He's satanic because the affected one starts to doubt himself." Extract interview of Piñuel in La Vanguardia.

"The silent witnesses are the ones who witness the harassment and do not help. It is a devastating factor for the victim, as they justify the lack of support, the lack of solidarity. They are the tacit collaborators: step aside, stigmatize the victim. Without them you cannot cause mobbing. Only 1 in 6 witnesses who know what's going on defends the victim. It's important not to forget that five of the witnesses look the other way." Iñaki Piñuel and Zabala.

Elena Ochoa

"When someone like us successfully achieves what we had deposited in the trunk of dreams, when another gets what we had given up to, our ego sometimes cannot bear it, especially if that someone, that other, is close in time, in space, in age, in reputation, in birth." Elena Ochoa

2002 - THE VICTIM'S ALLIES



The Victim's Allies - By Marina Parés Soliva

A NON-MUTE WITNESS

This is my response of gratitude to a wonderful woman who reminded me that kindness is always linked to courage and sweetness. He defended me when the surprise of the attack and the evidence of three betrayals blocked me from defending myself. Being defended by great human beings generates a warm humility.

In homage to "Sun in Taurus", one in six, with all my affection. (Webmaster webmaster Note)

The exercise of violence can be discussed and debated without violent.

Scenes of humiliation and old-crime can be described, without humiliation.

Attitudes and actions of discredit can be denounced, without discrediting.

The issue of harassment can be addressed, without harassing.

Let's not let the violent ones infect us with their methods.

In homage to "Sol in Taurus", one in six, with all my affection, and my gratitude for not believing in slander, for confronting the humiliating group with the truth, for having the courage of the righteous, for defending me when no one dared to do so. With his attitude, he made a devastating violence stop being. And from that moment on everything I do or believe there's something about her. Gratitude is the memory of the heart.

ANOTHER NON-MUTE WITNESS

In homage to "Friend" two between six. (Webmaster webmaster Note)

My most sincere affection for the friend who was not ashamed to be in a situation where discrediting me could splatter him. He wasn't afraid. He scratched the truth. He rose defiantly over the insulting and lifted me up with him. Being defended by great human beings generates a warm humility. The humility of how much I still have to learn and the gratitude for protecting me from hits and knives that bounced off him. He's never been a silent witness, even if he has a way of saying without speaking. He kept my see unashamed, with a sweet and fierce loyalty. Just, thank you.

"The inner force lies in the ability not to be entangled with the rarities of others. We can't stop someone from making fun of us. If this happens, it's not you who made a mistake, it's the aggressor. The assailants don't usually announce their attacks, so they catch us off guard. The sudden attack and then the fact of feeling sold, is very painful and blocks us. Almost all insolent comments are aimed solely at provocation. The person who is determined to provoke you will surely find your weaknesses to prick where it hurts. Only you decide when you want to fight. Only you decide what you admit and what you don't. If you're currently busy in more important tasks, ignore the aggressor. Ignoring the aggressor is not a very cordial stance. For some people, being ignored is an offense with capital letters. Being ignored is a harsh punishment. For some people it's worse than a fight. There are more important things than the twisted thoughts of others. The assailant is lurking. The aggressor wants to check that the insolent comment has reached its destination. He'll be upset if you don't get unmoved. You have better things to do than take care of other people's strange views" Iñaki Piñuel and Zabala.



"The most heinous thing about the bad things of bad people is the silence of good people."

Gandhi.



Spies and Moles in the mobbing process - by Marina Parés

According to Martín Perez there are 6 types of spies: native spies, internal spies, double agents, liquidable spies, floating spies and bribes.

As a result of my experience of mobbing I have had the misfortune of having coincided with spies and moles. Spies and moles are those people posing as amig@s in order to extract information from you to pass it on to the leader on duty (read stalker). At first you don't realize it, it's after a while you start to doubt and when you finally check it only causes you one more pain of betrayal. There's so much treason and trap stab in the mobbing that sometimes, it seems like you can't trust anyone.

Many believe that the process of harassment follows the guidelines of a psychological warfare strategy how, then, am I surprised by the existence of spies? In all wars (cold and hot) they have been used and used, and in the process of harassing and tearing down a person, too. Only if we know what it's like to act, can we protect ourselves from those false amig@s.

I classify them as spies and moles, based on their prior knowledge with the harasser; for me, spies are those who have been amig@s prior to harassment, end up betraying that friendship; and I call "moles" those people who were never amig@s and who initiate the relationship with the mobbing affected with the clear purpose of betraying him from the beginning.

THE SPIES

They are those that at one time could have been amig@s. There was a time when there was enough confidence and you told them what they were doing to you at work, understood you and seemed loyal to you. And one day, almost without your account, his support starts to falter. They don't tell you anything about your stalkers anymore, but they always pretend to get information out of you. They're more interested in what you're going to do than how you're feeling (and this is a basic element of detection). And if you put them in the position of having to give you information either from your stalkers or something that benefits your position in the company or in the environment, always the answers are "amorphous" and the content vague and empty. They never tell you anything and always pretend you explain things. Often, you realize that they handle information about you, which you haven't provided to them.

And if, one way or another, you refuse to inform them and use their same tactic of vague answers, they can become angry and be somewhat aggressive with you (another unequivocal sign of their treacherous acting).

If they have contact with family members (don't forget that there was a friendship before), they're interested in getting information about the type that might benefit the stalker. It is in these cases that it is easier for them to become ironic and cynical, when it happens that the family member they have agreed with does not have the information that the spy needs, and (which gets to do the feeling of guilt), can come to the accuse in question of lack of trust "do you not want to tell me?" "how can you not know?" In addition to raising the voice, the lowness may go so far as to want to use the children of the harasser as a source of information. When someone who was friend, ceases to be, but uses the deception of believing that he is still to be to perfect the betrayal, it is not surprising that he does not even respect the minors, and that they include them in those tricks.

When, at last, you realize the deep betrayal; although it is very difficult to realize, (because you refuse to accept that you were wrong to choose what you enjoyed); you can get angry and discover the deception or take advantage of it and give that fake friend only the information that you want your stalker to know.

THE MOLES

It's those people who weren't amig@s before the bullying, but at one-point approach you, becoming nice. And since the be harassed are so in need of attention, you don't suspect.

It's often about other be bullies, and that's why you're even more unprepared and have no doubt about their good intentions. You think he needs as much human warmth as you do. You don't suspect, for a moment, that I can "sell" another harassed just by the caresses of a manipulative leader.

Although at first the contact seems sincere, we must be clear that from the beginning his interest in us is not genuine. The truth is that they are not interested as people, they have "cosified" us, and we are only an instrument for them to receive the prize of their research.

We will start to notice the first signs, because they will extract all the information they can, they will ask us uncomfortable questions and that we will only answer because we do not know how to say "you do not care".

They will want to know our intentions and motivations to do one thing or another, that the stalker can be very useful. And if we resist giving them information, they can pose as victims by saying that "no one tells them anything." When the truth is that they always get more information from us than they provide.

Sometimes moles even get written material from us that, with impunity, and without asking permission, pass it on to the stalker or manipulator. They don't question the role they play; some even think they're acting good. I'm sure the manipulator has convinced them that they're doing it for a good cause.

And none of them question that there is no "good cause" with bad arts.

The vulnerability of some mobbing victim, in the face of expert manipulator manoeuvres, is a surprising topic. At least, that seems to the naked eye, but with a slightly deeper look it fits until you find the hidden motivation, and that is none other than the need for group membership.

Being excluded from a group, as with workplace harassment, causes some people to urgently need to "belong." And they manage to satisfy that need for belonging by integrating into another group.

The wrong thing is when integration is not done in a group (with a more or less democratic functioning), but that there is an adscription to a person, to a leader (thus implying submission and loss of freedom). It is, in these cases, that a bully is "required" to become a mole.

The requirement is made in a subtle way, as is proper to any good manipulator, and can manifest itself both in forcing the establishment of relations of the "mole" with particular harassed in order to extract information (verbal or written) or in the "mole" no longer helping specific victim with which there was a certain affinity, previously, (this is noticeable because from contact with the manipulator or with one of his assistants, the relationship is cooled, and the projects in common are frozen).

What's the prize?

The prize that the spy receives for the betrayal of an ancient friend, is more about unleashing a certain feeling of envy that had been covered up in the mantle of friendship. Thus, there is a "enjoyment" (in psychoanalytical term) in seeing "falling" the envied. In participating in the discovery that that being formerly envied, can now be brought down and that is also mud.

Instead, the prize that receives the mole is a caress of the manipulator, slight; because a true manipulator is never satisfied enough with the sacrifice of others, he always demands more. Therefore, the harasser who "sells" another harassed to receive the gratitude of the manipulator, will find a small gratification. although if the information you "should" obtain becomes a failure, you probably won't even get that little gratification of your unethical performance; much more likely you will receive a direct dust and indirect discredit for your incompetence. One might think that in these cases the moles, they would open their eyes and become conscious. Well, reality, surprisingly, isn't so.

These moles, instead of realizing the manipulative relationship they have established with the leader (manipulative or harasser); which manifests itself with a loss of freedom of action, expression and association (in short that they have to be giving reasons for what they do, why they do it, what they say, who they go with or stop going with); they entangles is themselves, self-deceive, and still offer to "sell" to more harassed, in an endless spiral.

An unhealthy symbiosis relationship has been created, fuelled by the establishment of a communication relationship of the double bond. Whose end is only one: the abhorrence of the "mole" by the manipulator. Only then does the symbiosis break, when the manipulator is no longer useful the mole. And, finally, we're going to have to accept that no despicable and cornered moles will recognize that he "sold" his peers because he chose to be a single person, above other ethical considerations and that he thus got a place in a group. Hardly anyone's going to recognize something like that.

"Today, almost everything inside me has ceased to grow, except for the feeling of guilt of that evening" (Raj Kamal Jha)

2002 – ANTI-MOBGING CULTURE

Cultura Anti-Mobbing

por Marina Parés.

Anti-Mobbing Culture - by Marina Parés.

A few days ago, on the radio I heard a "counsellor" of the Generalitat that from the next school year was going to implement a plan to prevent the use of designer drugs, focused on schoolchildren. When asked to implement the prevention measures, he listed the following:

- . encourage the critical spirit: so that the young man can decide what is right for him or her.
- . enhancing assertive attitudes: to cope with group pressure

The first thing that came to mind was: do you not know that young people who act like this will be, when they grow up, harassed? Letting the days go by, my indignation (puerile and fearful) has become a reflection on anti-mobbing culture. I want to share it with you:

- We are the citizens who have believed (internalized) democratic values. That means:
 - that we act of solidarity.
 - that if they kill us, they will have lost the spirit of a rule of law.
- We harass you we have critical spirit and we are able to resist group pressure. That's what it means.
 - that we act honestly (to the face).
 - who, to bend us, cannot do it head-on, they have to do it from behind (harassment).

October 2002. M. Parés Soliva. Extracted from <http://forosdelmobing.info>

Anti-Mobbing Culture: Values

People have one or the other, based on interests and depending on which we create one type of society or another. When this process of choosing is voluntary, it is necessary that these values be defended, demonstrating it with facts. Otherwise there is no difference between defending them or not.

Oct. 2002. Extracts heard in the presentation of CLAM-Associació Contra l'Assetjament Moral (Isabel V.)

A culture of exile:

"Even if exile has negative aspects, the wild psyche can bear it, for it increases our longing to liberate our true nature and induces us to desire a culture commensurate with it. Longing and desire make it their own way for a person to move forward. It keeps a person searching and, in case she can't find a suitable culture, makes it for herself to build it. Which is very good, because

if you build it, one day other people who had been looking for a long time will mysteriously appear and will enthusiastically proclaim that it was what they so longed to find."

Extracted from "Women Who Run with the Wolves" by Clarissa Pinkola Estés.

2002 HARASSMENT FROM ABUSE OF TRUST



Harassment by Abuse of Trust - by Marina Parés Soliva. D. in T.S. and social expert. Legal. Oct.2002.

This is usually what happens between co-workers; although it can also occur between the head-employee relationship when there has been a friendship relationship within the employment relationship. Motivation is envy, not only not being able to enjoy the good of the other, but the need to destroy the other. In these cases, it is where the strategy of the seduction phase is most visible, with the capture or absorption of the quality of the victim.

It is a true interpersonal conflict that develops in the workplace and uses the things of work to destroy, but that its origin is in the envy or célotype of someone. That guy, he's that worker who manipulates everything to get rid of a co-worker. It manipulates the environment, the bosses, the clients, to discredit the victim, he doesn't care about the job, he has a totally unfair attitude to the organization that tolerates him since the personal craving to destroy comes before any other job valuation. He doesn't care, nor does he think about it, generating bad working climate, economic losses to the company, low product quality, the only thing that moves him is his eagerness to destroy. And he spends a huge energy on it. He seems tireless, tenacious in his destructive goal.

It's a struggle without rules, without laws, they are vile, insane actions. An escalation of progressive violence is being entered. The victim has a hard time getting out of that relationship, but that's absolutely necessary if he doesn't want to let himself be destroyed. The most important thing is to strive to disassociate yourself emotionally from the aggressor. While we are still grieving, we understand you, let us remember the previous stage of idyllic relationship, we are lost. Even if it hurts, we must know that if we don't cut off the affective bonds, it's going to hurt more. That person doesn't love us well and he didn't want us before, I know that hurts, but if we don't cut, he'll destroy us. It's his goal: to destroy ourselves, and we must not forget it.

Recognizing and accepting that there was never a real interest in us is one more stick. To be harassed is to receive many sticks ("Mobbilizzate" in the Pam forums 2002) and getting out of bullying is not easy. Some consequences of these trap stab wound, in the affected, are: the appearance of true feelings of mistrust and low self-esteem. It takes time to trust the rest of humanity, and to recognize itself good and valuable. Finding peer support helps shorten recovery stages.

It may be easier to keep work on the abuse of trust than on abuse of power, but the emotional repercussions, in my opinion, are more serious. The attack is aimed at destroying the essence of the victim. Many workers have no choice but to choose to stay in their workplace despite being

mistreated in them by their peers. A good performance of the hierarchy can stop the bullying. It is also true that if the hierarchy does not act or is positioned next to the stalker, harassment expands and organizational measures of harassment from abuse of power begin to appear.

ABUSE OF TRUST

What I wrote in the old Pam forums:

"When bullying comes from someone you've loved or appreciated, besides being an attack on dignity, it's a betrayal of a sense of trust. Unfortunately, I know what those rags hurt. My stalkers, besides job matchings, posed as friends for EIGHT! Years. Keep that in mind never wanted you or appreciated you. Not you, not her, not anyone. When a person has grown up in an environment of family harassment, two things can happen that becomes a perfect stalker; to a very high degree, since there has been a generational "improvement" or that it is a very good person and cannot act perversely. From what you say, dear, you're essentially good. Maybe more than many or at least has been your turn to prove it more.

A word of advice: join this forum and take care of yourself.

Coming back ..., it's up to you. But you'll have to get strong. You can always come back if you leave it for a while, instead if you are forced to leave it, the turn is harder."

SUMMARY: MOBBING CIRCLES

by Marina Parés

THE HARASSING GROUP - THE BULLYING GANG

Parés Soliva in his article "Social expertise of mobbing", which can be consulted in <http://www.acosomoral.org/pdf/peritajesocial/peritajesocial1.PDF> proposes that:

The stalking group "presents itself above all as a manipulator, it only manifests its true nature in front of the victim, without witnesses... His seduction is such that he sometimes manages to turn the whole society against the victim."

That's the first step in the process of harassment: demonizing the victim.

The circles of Mobbing



Thanks to this stigma, the manipulative individual (or group) gets the support of other human beings to initiate harassment against her. Marina Pares, in its article on mobbing that can be consulted in <http://www.acosomoral.org>, raises the victim's environment as follows:

The most central POINT is the stalker, surrounds you by:

FIRST CIRCLE made up of few people who act as the stalker, sometimes more and do a lot of damage; and together with it form the infernal circle or gang of harassment.

These are surrounded by the SECOND CIRCLE made up of many more people who spread rumours and act passively isolating the be harassed.

It is followed by the THIRD CIRCLE much more numerous, made up of the people who see it, but do nothing and look the other way basically because they are frightened.

Sometimes in this circle there are righteous people who suffer from suffering and not being able to do anything, it is considered that they can also suffer post-traumatic stress.

https://www.homohominisacrares.net/php/articulos.php?num_revista=8&cod_articulo=75