



# Carmichael Connection

## February 2017

**HEAD OFFICE**  
 2219D McGarrigle Road  
 Nanaimo, BC V9S 4M4  
 Tel: (250) 585-2889 Fax: (250) 585-2861

**CARMICHAEL ENTERPRISES RESIDENTIAL PROGRAMS LTD**

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**GLOBAL SPONSORSHIP ~ THAILAND**

Submitted by: Mike Taylor ~ Executive Director

January 14, 2017

Ban Phai Children's Village

National Children's Day celebrations were held at the centre that I recently had built.

Money was sent for them to celebrate the day in style.

42 kids came out! Got to love those smiles!



**MULTICULTURAL CREED**

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STAFF SPOT LIGHTS



Birthdays ~ February 2017

- |             |             |
|-------------|-------------|
| Jennifer T. | Ron W.      |
| Brittany    | Katelynne   |
| Michael H.  | Pamela T.   |
| Tanisha SK  | Jennifer C. |
| Glen M.     |             |



Welcome New Staff & Returns

- |      |       |
|------|-------|
| John | Cheri |
|------|-------|

RANDOM FAST FACTS



The month is named for the Latin word februum which means purification.



February is the only month that can pass with no full moon. This will next occur in 2018.

OOPS!

If we have missed anyone off the Staff Spotlights please contact the office so we may correct in the next issue.

THANK YOU!



Multiculturalism Creed for Canada

Submitted by: Cathy Bontogon, Residential Coordinator

~ Adapted from BCTF Program against Racism (Student Symposium on Prejudice and Discrimination) ~

We believe...  
In unity, but not in conformity.

That the fabric of Canada is strong because the threads of many races and creeds are woven into it.

That every Canadian promotes greater well-being when she/he stands united with others in upholding the true spirit and practice of democracy.

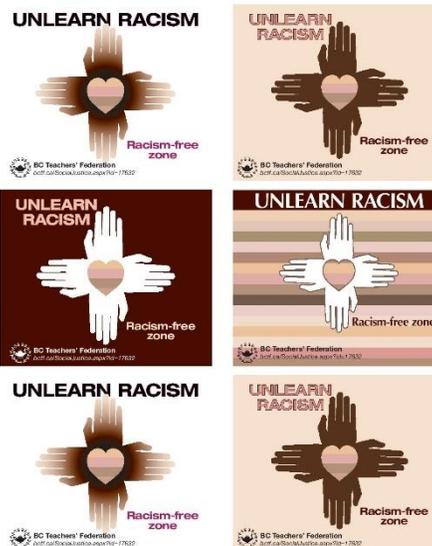
That we cannot demonstrate to other nations that ours is a good way of life unless all our citizens enjoy the privileges and assume the corresponding responsibilities.

That the education of every child and youth should encourage and develop co-operation with others, mutual helpfulness, and concern for those who are less fortunate.

That a person's rights should not be violated because of race, religion, or natural origins.

That we can make this a better country for our children only if we strive increasingly to stamp out prejudice, bigotry and discrimination.

~Dr. W. Black~



## Low B12 seen in Aging, Autism & Schizophrenia

Excerpts from: By Christopher Wanjek for Live Science ~ February 10, 2016

[http://m.livescience.com/53675-vitamin-b12-aging-autism-](http://m.livescience.com/53675-vitamin-b12-aging-autism-schizophrenia.html#st_refDomain=m.facebook.com&st_refQuerv=/l.php?u=https://shar.es/14JcV&h=)

[schizophrenia.html#st\\_refDomain=m.facebook.com&st\\_refQuerv=/l.php?u=https://shar.es/14JcV&h=](http://m.livescience.com/53675-vitamin-b12-aging-autism-schizophrenia.html#st_refDomain=m.facebook.com&st_refQuerv=/l.php?u=https://shar.es/14JcV&h=)

The brains of the elderly and younger people with autism and schizophrenia may share a common link: Both have low levels of vitamin B12, researchers say.

The facts that blood levels of B12 do not always mirror brain levels of the vitamin, and that brain levels decrease more over the years than blood levels, may imply that various types of neurological diseases — such as old-age dementia and the disorders of autism and schizophrenia — could be related to poor uptake of vitamin B12 from the blood into the brain, the scientists said.

The findings, reported last month in the journal PLOS ONE, support an emerging theory that the human brain uses vitamin B12 in a tightly regulated manner to control gene expression and to spur neurological development at key points during life, from the brain's high-growth periods during fetal development and early childhood, through the refining of neural networks in adolescence, and then into middle and old age.

Vitamin B12, also called cobalamin, plays a crucial role in blood formation and the normal functioning of the nervous system. The vitamin is found in foods derived from animal sources, although some plant-based foods can be fortified with B12.

In the new study, scientists led by Richard Deth, a professor of pharmacology at Nova Southeastern University in Fort Lauderdale, Florida, examined the brains of more than 60 deceased individuals, ranging in age from a fetus in a late stage of gestation to 80 years. The study included 12 people who had autism and nine with schizophrenia.

This is the first study to compare the levels of vitamin B12 in the brain across the human lifetime, Deth told Live Science. The vitamin B12 levels in the brain were 10 times lower in the oldest people compared with the youngest, reflecting a gradual, natural, and consistent decline over the years.

For the elderly, this decline might not be a bad thing. Lower levels at advanced ages may offer some degree of brain protection by slowing cellular reactions and the production of DNA-damaging chemicals called free radicals, Deth said. In previous work with his colleague Yiting Zhang of Northeastern University in Boston, Deth found that the body's creation of

Biologically active forms of vitamin B12 produces free radicals as a waste product.

But levels of B12 that are too low can be detrimental. "At some point, an extreme decrease in metabolism...is not compatible with cell survival," Deth said. Similarly, lower vitamin B12 levels can have negative consequences for people of younger ages, as the brain is still developing. Deth's group found that the levels of vitamin B12 in the brains of young people with autism and in middle-age people with schizophrenia were about one-third of the levels found in similarly aged people who did not have these neurological conditions.

The people in the study with autism, who were all under age 10, had levels similar to those found in a 57-year-old. It's not clear what these low levels imply, but the uptake of too little B12 might hinder the brain's ability to establish important neural connections between regions, Deth said. Those with schizophrenia, all between ages 36 and 49, had levels similar to those found in a 72-year-old. Although their brains were mature by this age, the below-normal level may have manifested itself during adolescence, when the seeds of schizophrenia are thought to take root. But even in middle age, the lower levels may contribute to a loss of previously normal function, Deth said.

Daniel Smith, a neurologist and vice president of innovative technology at Autism Speaks, an autism advocacy group based in New York that sponsors autism research, who was not involved in this research, said the study was interesting and worth pursuing further. However, he noted that the study remains speculative in its hypothesis that vitamin B12 deficiencies at a cellular level lead to changes associated with the autism spectrum of brain traits.

Numerous studies have searched for an association between vitamin deficiencies and neurological disorders. There has been no definitive study, however, indicating that autism and schizophrenia can be caused by a deficiency or treated through vitamin supplementation.

In fact, a study published last year in the Journal of the Academy of Nutrition and Dietetic found that few children with autism benefit from vitamin supplements and may be at risk for overdosing.

### UP COMING EVENTS



## NATIONAL THERAPEUTIC RECREATION MONTH

February 2017

<https://canadian-tr.org/>



### CARF Canada

CARF Canada Employment and Community Services, Behavioural Health, and Child and Youth Services 101 Webinar

Wednesday, March 8, 2017  
12:00 PM - 5:00 PM

<http://www.cvent.com/events/carf-canada-employment-and-community-services-behavioural-health-and-child-and-youth-services-101-we/event-summary-b70800116ffe441c8693bf5bb76b9a5f.aspx>



## VALENTINES' DAY

February 14<sup>th</sup>

## CUBICLE CONFLICT

Excerpts from: *Costco Connection Summer 2016*

**SPREADING GOSSIP**, withholding information, making threats, name calling. These behaviours might seem inconsiderate or downright mean, but they are examples of workplace bullying.

"Workplace bullying is more than just someone having a bad day and taking it out on a co-worker," says Canadian researcher Loreleigh Keashly, an associate professor of communication at Wayne State University in Detroit. "It's a repeated and persistent form of aggressive behaviour that injures or harms a victim."

In the U.S., almost 37 million workers have experienced abusive conduct at work and more than 15 million have witnessed workplace bullying, according to a 2014 survey by the Workplace Bullying Institute. Though Canadian research is scant, by some estimates more than 40 per cent of Canadians have experienced workplace bullying in the last six months.

Jean, who does not wish to share her last name, is a services coordinator at a non-profit in Northumberland County, Ontario. In her case, being bullied started with micromanagement. Her supervisor criticized her work, changed her responsibilities and monitored her activities—without subjecting her coworkers to similar scrutiny.

"Nothing I did was ever right," recalls the 57-year-old Costco member. "It was very demoralizing and diminished my self-esteem." In addition to eroded self-esteem, it's common for victims of workplace bullying to suffer from headaches, muscle tension, anxiety and depression, along with a lack of concentration, lower morale and decreased productivity.

"It can start as a single incident and escalate to persistent belittling and acts of aggression," explains Costco member Emma Nicolson, occupational health and safety specialist at the Canadian Centre for Occupational Health and Safety.

It's not just victims who suffer. When bullying occurs at work, there are costs to small businesses, too. Work-place bullying is linked to high turnover, absenteeism and struggles to recruit and retain top talent. "It can hurt the reputation of the organization and opens up the potential for lawsuits," adds Keashly.

Increasing awareness of workplace bullying has led to important legislation in Ontario, Quebec, Alberta, British Columbia and Saskatchewan; all five provinces have amended their occupational health and safety acts to include workplace bullying.

While laws are a good step in the right direction, they are not enough. Nicolson encourages small-business owners to establish anti-bullying policies that make it clear threatening, intimidating or humiliating actions or words will not be tolerated. The zero-tolerance policies should also establish guidelines for reporting, investigating and resolving workplace bullying complaints.

"A policy fosters a mutually respectful workplace," says Nicolson. Staff at all levels of the organization should be trained to recognize signs of bullying, including spikes in absenteeism or stress leave, excessive turnover or increases in the number of health insurance claims.

But policies and training will be ineffective if small-business owners fail to respond to reports of bullying—and, too often, that's exactly what happens. The U.S.-based Workplace Bullying Institute found that 25 per cent of employers fail to investigate complaints and 11 per cent rationalize complaints as innocent actions.

"A lot of workers don't report workplace bullying because they're worried no one will believe them or they'll be labelled troublemakers," says Keashly. "If reports aren't taken seriously or bullying isn't addressed, there's the potential for a lawsuit or, in extreme cases, workplace violence."

Jean was bullied by her supervisor for six years. The repeated workplace intimidation took its toll on her health, causing her to feel anxious, ill and afraid to go to work. With the support of her co-workers, Jean reported the bullying to her company's board of directors and, following an investigation, the perpetrator left the organization.

"The new executive director built me back up, and it was a huge relief to go back to doing the work I love," says Jean. [Bullying] is such insidious behaviour, and no one should have to go through it."

*Jodi Helmer is a health and business writer. Costco Connection 2016*

Carmichael Connection

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