



cayenne

wellness center and children's foundation

A Quarterly Newsletter

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SAD :: Seasonal Affective Disorder

People who start feeling depressed in the fall or winter, but experience relief from their symptoms with the buds of spring, may have Seasonal Affective Disorder, also known as S.A.D.

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Sexism and Racism in the Workplace

In truth, any "ism" is bad for the workplace. Sexism, ageism, racism all of the "isms" are detrimental. Nevertheless, they continue to exist and their impact on the workforce and long-term productivity is damaging.

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Cayenne Wellness Center

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Hours: Sunday - Friday by appointment only

Quote:

When the sun rises, it rises for everyone.



Seasonal Affective Disorder

Although the cause is unknown, SAD was first noted as far back as 1845 but officially named in the 1980s. It has been attributed to a biochemical imbalance in the brain due to the shortening of daylight hours and the lack of sunlight in winter. Genetic factors likely play a role as well.

Ever notice how a gray, rainy day makes you feel gloomy and tired, but a sunny day can leave you feeling cheerful and energized? Insufficient exposure to sunlight has been associated with low levels of melatonin and serotonin, abnormalities of cortisol, carbohydrate craving, weight gain, and sleep disturbance.

What Is Seasonal Affective Disorder?

Seasonal affective disorder (or SAD) is a form of depression that appears at the same time each year. With SAD, a person typically has symptoms of depression and unexplained fatigue as winter approaches and daylight hours become shorter. When spring returns and days become longer again, people with SAD experience relief from their symptoms, returning to their usual mood and energy level.

What Causes SAD?

Experts believe that, with SAD, depression is somehow triggered by the brain's response to decreased daylight exposure. No one really understands how and why this happens. Current theories about what causes SAD focus on the role that sunlight might play in the brain's production of key hormones.

Experts think that two specific chemicals in the brain, **melatonin** and **serotonin** may be

involved in SAD. These two hormones help regulate a person's sleep-wake cycles, energy, and mood. Shorter days and longer hours of darkness in fall and winter may cause increased levels of melatonin and decreased levels of serotonin, creating the biological conditions for depression.

Melatonin is linked to sleep. The body produces this hormone in greater quantities when it's dark or when days are shorter. This increased production of melatonin can cause a person to feel sleepy and lethargic.

With **serotonin**, it's the reverse — serotonin production goes up when a person is exposed to sunlight, so it's likely that a person will have lower levels of serotonin during the winter when the days are shorter. Low levels of serotonin are associated with depression, whereas increasing the availability of serotonin helps to combat depression.

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Sexism and Racism in the Workplace

Sexism, racism and ageism are all fundamentally the same in that they are all types of discrimination that is unjust and harmful to those who suffer the consequences of peoples' small-minded attitudes.

Yes, in the year 2009, racial and ethnic slurs, improper sexual remarks, ridicule based on sexual orientation and age related ridicule is alive but definitely not well.

Title VII of the Civil Rights Act of 1964 protects individuals against employment discrimination on the bases on sex as well as race, color, national origin, and religion. Title VII applies to employers with 15 or more employees, including state and local governments. Title VII also prohibits employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals of certain racial groups. Title VII's prohibitions apply regardless of whether the discrimination is directed at Whites, Blacks, Asians, Latinos, Arabs, Native Americans, Native Hawaiians and Pacific Islanders, multi-racial individuals, or persons of any other race, color, or ethnicity.

In this quarterly newsletter, we will focus on harassment and the hostile work environment. Title VII prohibits offensive conduct, such as racial or ethnic slurs, racial "jokes," derogatory comments, or other verbal or physical conduct based on an individual's race/ color. The conduct has to be unwelcome and offensive, and has to be severe or pervasive. Employers are required to take appropriate steps to prevent and correct unlawful harassment. Likewise, employees are responsible for reporting harassment at an early stage to prevent its escalation.

In fiscal year 2007, EEOC received 30,510 charges of race discrimination.

In fiscal year 2007, EEOC received 24,826 charges of sex-based discrimination.

Sexual harassment can occur in a variety of circumstances, including, but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be unwelcome.

It is helpful for the victim to inform the harasser directly that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available.



Start a harassment free culture in your company by spreading the word and increasing awareness. Forward this email and direct those who you feel may be harassed to the US Equal Employment Opportunity Commission website (www.eeoc.gov).

Recovering From Sexual Harassment

- Accept that it happened.
- Validate your experiences and release the hurt and anger.
- Develop an explanation of what happened - an ordering of events.
- Get beyond self blame and shame.
- Research all of your options.
- Strengthen your support network.



For more information on how Cayenne Wellness Center can educate, support and help you release the hurt and anger you've experienced, contact us at: **818.377.5170** or via email at: carolyn@gilderfluke.com. We also have additional resources on our website.

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SAD :: Seasonal Affective Disorder (continued from front page)

What Are The Symptoms of SAD?

Someone with SAD will show several particular changes from the way he or she normally feels and acts. These changes occur in a predictable seasonal pattern. The symptoms of SAD are the same as symptoms of depression, and a person with SAD may notice several or all of these symptoms:

- *Changes in mood.* A person may feel sad or be in an irritable mood most of the time for at least 2 weeks during a specific time of year. During that time, a person may feel a sense of hopelessness or worthlessness.
- *Lack of enjoyment.* Someone with SAD may lose interest in things he or she normally likes to do and may seem unable to enjoy things as before.
- *Low energy.* Unusual tiredness or unexplained fatigue is also part of SAD and can cause people to feel low on energy.
- *Changes in sleep.* A person may sleep much more than usual. Excessive sleeping can make it impossible for a student to get up and get ready for school in the morning.
- *Changes in eating.* Changes in eating and appetite related to SAD may include cravings for simple carbohydrates (think

comfort foods and sugary foods) and the tendency to overeat. Because of this change in eating, SAD can result in weight gain during the winter months.

- *Difficulty concentrating.* SAD can affect concentration, too, interfering with a person's school performance and grades. A student may have more trouble than usual completing assignments on time or seem to lack his or her usual motivation.
- *Less time socializing.* People with SAD may spend less time with friends, in social activities, or in extracurricular activities.

The problems caused by SAD, such as lower-than-usual grades or less energy for socializing with friends, can affect self-esteem and leave a person feeling disappointed, isolated, and lonely — especially if he or she doesn't realize what's causing the changes in energy, mood, and motivation.

Like other forms of depression, the symptoms of SAD can be mild, severe, or anywhere in between. It's the seasonal pattern of SAD — the fact that symptoms occur only for a few months each winter (for at least 2 years in a row) but not during other seasons — that

distinguishes SAD from other forms of depression.

Who Gets Seasonal Affective Disorder?

SAD can affect adults, teens, and children. It's estimated that about 6 in every 100 people (6%) experience SAD.

Like other forms of depression, females are about four times more likely than males to develop SAD. People with relatives who have experienced depression are also more likely to develop it. Individual biology, brain chemistry, family history, environment, and life experiences may also make certain individuals more prone to SAD and other forms of depression.

Researchers are continuing to investigate what leads to SAD, as well as why some people are more likely than others to experience it.

Depression in any form can be serious. If you think you have symptoms of any type of depression, call us at: **818 377 5120** for an evaluation and assistance with treatment that is right for you.



Annual Fee Schedule for the EAP Health and Wellness Corporate Program

Peace Plan¹: The cost of your annual membership is \$2,100.00. This includes receiving our quarterly newsletter, and a Cayenne Wellness Center professional presenting a health and wellness seminar twice a year to your employees at your office. With the Peace Plan, we will provide your employees emotional support for a wide range of personal and work-related problems that may otherwise interfere with their daily lives. A total of twelve sessions are available to your staff, either at our Glendale office or at yours.

Joy Plan¹: The cost of your annual membership is \$3,510.00 (a 10% savings) and would include all of the above, offering 24 (instead of 12) psychotherapy sessions to your staff, either at our Glendale office or at yours.

Happiness Plan¹: The cost of your annual membership is \$5,130.00 (a 10% savings) and would include all of the above, offering 36 psychotherapy sessions to your staff, either at our Glendale office or at yours.

¹ Each plan consists of a minimum number of sessions available throughout the year. Contact us if you wish to purchase more sessions for your employees.

Cayenne Wellness Center and Children's Foundation (a non profit organization) mission statement reads:

Cayenne Wellness Center is dedicated to health promotion and disease prevention in children, adolescents, their families and the general population. The mission of Cayenne Wellness Center is to improve the nutritional and mental health of the public. We achieve this mission through education, research, and public awareness initiatives and community outreach programs that promote good nutrition and mental health. We practice the science of helping people make changes in their lifestyle to improve their overall health and quality of life emotionally, physically, and spiritually.



Sexism in the Workplace :: What You Can Do

What you can do if you are being sexually harassed ... Tell the harasser firmly that their attention is unwanted. (1) Tell the harasser what they have done--name the behavior. Be specific, straightforward, and blunt. (2) Demand that the harassment stop. (3) Don't make excuses for the harasser--hold them accountable. Do not pretend nothing has happened. Don't fret about protecting their feelings, or protecting them from feeling rejected. (4) Don't say "I have a boyfriend," or "I have a girlfriend." This is NOT the same thing as saying "No!" It implies you would welcome the attention if you were not in a relationship. Plus, many harassers will be encouraged by the prospects of "cheating" with you. (5) Make it clear that everyone has the right to be free from sexual harassment. Objecting to harassment is a matter of principle. (6) Stand your ground and stick to your own agenda. Don't respond to the harasser's excuses or diversionary tactics. Do not allow yourself to be manipulated by others into backing down. (7) Remember, the harasser's behavior is the issue--not your behavior. (8) Reinforce your statements with strong, self-respecting body language: eye contact, head up, shoulders back, a strong, serious stance. Don't smile. Timid, submissive body language will undermine your message. If the harassment continues, repeat yourself if you have to. (9) Respond at the appropriate level. If the harassment was physical, combine your verbal response with a physical one (i.e. grasp their arm firmly while saying "No!") (10) Talk about the harassment to others. Staying silent protects harassers.

PLEASE NOTE: IF YOU ARE BEING SEXUALLY HARASSED AT WORK OR SCHOOL, AND THE PERPETRATOR IS A SUPERVISOR OR TEACHER, WE STRONGLY RECOMMEND YOU CONSULT WITH A LAWYER , EVEN BEFORE YOU FORMALLY REPORT THE HARASSMENT.

If at all possible, do not begin the process of standing up for yourself without an experienced advocate. If funding is a problem, many lawyers will sometimes provide services on a contingency or pro bono basis.

Workplace Harassment - In most cases, a lawyer will require that you file with the EEOC before they will take on your case. The EEOC will only rule on cases where the harassment occurred within the last year, so the incidents will have to be relatively recent. It is best that you do not leave your job if you are thinking about filing a formal complaint with the EEOC, as this will weaken your case.

Recovery From Sexual Harassment

If you can find a therapist who understands sexual harassment, and the common dynamics and effects, then we recommend therapy as an avenue. However, at this time, the health and human services community is only just beginning to acknowledge that there can be long term effects from sexual harassment. Most therapists and psychologists are not schooled in this area. Be very careful, because an ill equipped therapist can add to the damage that is already there. If harassed at work or school, do not utilize the institution's mental health staff as their primary duties will be to protect the institution from liability. Seek help outside the environment where the harassment occurred.

cayenne wellness center & children's foundation

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