

First Nations Housing Professionals Association

L'Association des professionnels de l'habitation des Premières Nations

THE HOUSING AND WELLNESS PROGRAM

First Nations Housing Professionals Association



Unit #1 473 Kokomis Inamo Pikwakanagan, ON KoJ 1Xo

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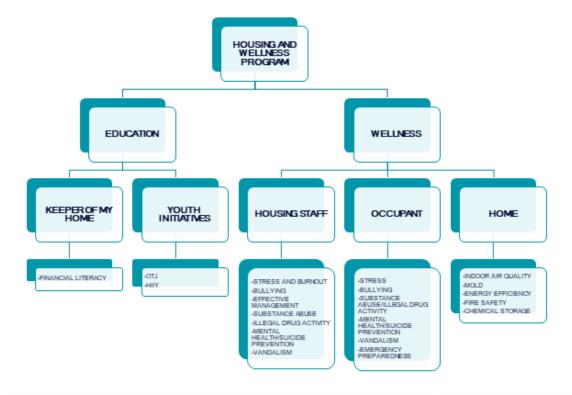
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Introduction



The First Nations Housing Professionals Association (FNHPA) is pleased to offer the Housing and Wellness Program. The purpose of this program is to provide information and guidance to First Nations individuals living on reserve or working in a housing capacity.

The key areas that are addressed are education, through the provision of educational programs, tools, and resources, and wellness as it relates to the mental well-being of First Nations housing staff, occupants, and youth and the wellness of the home itself. Through the delivery of this program, we hope to address issues related to housing, health, and safety.



1. Education

Through the provision of educational programs, tools, and resources, we hope to raise awareness of housing, health and safety matters and address the current socio-economic issues experienced by First Nations individuals living on reserve.

1.1 Keeper of My Home

The Keeper of My Home program is a free educational resource that was developed to educate children and youth about the importance of housing and home safety and how it can help improve economic and social conditions. The program intends to create future housing champions and bring about a positive change through a bottom-up approach.

The program is built around the following four themes:

- Traditional teaching of the community
- First Nation housing topics
- Home maintenance
- Home safety

The Keeper of My Home program addresses many of the same areas of concern as the Housing and Wellness Program. These four themes have underlying lessons related to education, as well as wellness.

1.2 Financial Literacy

Teaching children and youth about Financial Literacy can instill the knowledge and skills required to effectively transition from living at home to living on their own while they attend post-secondary studies or enter the workforce. This training course will be offered through the lens of a homeowner and a renter's perspective with information on budgeting, saving, investing, rental lease requirements, and more.

2. Wellness

Wellness shapes many aspects of our lives and plays a crucial role in our health and well-being. However, it is often neglected, which has led to a lack of available information for First Nations individuals living on reserve.

Through the delivery of tools and resources, we hope to address common issues experienced by First Nations housing staff, occupants, and youth related to their mental wellness and the wellness of their homes. Addressing these issues will not only educate people on the importance of wellness but will also promote optimal health and functioning.

3. Occupants and Youth

Prioritizing the mental health and well-being of First Nation housing occupants and youth promotes wellness not only on an individual level but also at a community level. This resource aims to equip First Nation individuals living on reserve with the knowledge they require in order to take the appropriate steps to manage these situations respectfully while also offering support for people who may feel hopeless and lost.

3.1 Stress

Stress has a powerful effect on various aspects of our life, such as work performance, relationships, and physical and mental health. There are many sources of stress, one of which is our financial worries. Anyone can experience financial stress. However, it is more common in lower-income households. Managing household expenses can cause emotional tension and adversely impact our mental health. For this reason, it is important for occupants to have access to financial literacy training and resources in order to gain more knowledge on topics such as budgeting, saving, and spending.

Financial Literacy Tips

Financial literacy is the ability to understand and effectively use various financial skills such as personal financial management, budgeting, and investing. A confident understanding of financial literacy allows you to make informed decisions that will lead to an overall sense of economic well-being and achieve a financially balanced lifestyle.

There are many ways in which you can take control of your finances and improve your financial literacy:

- Creating a budget helps you track your income, expenses, and savings contributions in order for you to have better financial control and reach your financial goals. When creating a budget, it is important to separate your wants vs. your needs, prioritize debt, set short-term and long-term goals, and edit the budget to fit your current lifestyle.
- Understanding the importance of saving money allows you to enjoy greater financial security in your life and helps protect you in the event of a financial emergency. When saving money, you should set up an emergency fund and set up an automatic monthly transfer to your savings account.
- Forming good spending habits is important for financial success. When spending, you should only use your credit card for short-term spending, maintain a healthy credit score and avoid impulse buying.
- Investing your money ensures long-term financial security. It is good to start investing as soon as possible and understand the risks and rewards.
- If you want more assistance in meeting your financial goals, you can talk to a financial professional.

3.2 Youth Bullying

Bullying is a form of unwanted and aggressive behaviour in which someone intentionally and repeatedly causes a person physical, social and/or psychological harm. The effects of this behaviour can have long-term consequences.

Forms of Bullying

Physical Bullying - Harassing someone by using physical force.

Social Bullying - Harassing someone by excluding, humiliating, or spreading rumours.

Cyberbullying - Harassing someone over digital channels such as social media or text.

Discriminatory Bullying - Harassing someone based on their culture, ethnicity, race, religion, gender, sexual orientation, or anything else perceived as making them 'different.'

Emotional or Psychological Bullying - Harassing someone with verbal attacks.

What to do if you are experiencing bullying:

- Stay safe by avoiding certain people or situations and surround yourself with people you can trust.
- Report bullying incidents to someone you trust like a parent or teacher.
- Ask for help and get support.
- Take care of yourself. You are worthy of respect, and you do not deserve this abuse.

The following resources are infographic posters that can be made freely available to support youth who are experiencing bullying.

www.fnhpa.ca | info@fnhpa.ca



Bullying can come in many different forms including:

Bullying is a form of unwanted and aggressive behaviour in which someone intentionally and repeatedly causes a person physical or social harm. It can be a very difficult experience, but it is important to remember that you are not alone.



Harassing someone over digital channels, like social media or text.



Harassing someone with verbal attacks.



Harassing someone by using physical force.



Harassing someone by excluding them or spreading rumours.



Harassing someone based on anything that may make them be perceived as "different" (i.e., sexual orientation, ethnicity, gender identity)



www.fnhpa.ca | info@fnhpa.ca





Stay Safe

Avoid certain people and situations, surround yourself with people that you trust, or stay off social media.



Keep Any Records, Receipts, or Evidence

Having bullying records can help provide evidence for when you report the behaviour.



Do Not Retaliate



Get Support

Having a good support system can help you feel better while experiencing bullying. Don't be afraid or embarrassed to ask for help.



Take Care of Yourself

Remember that you are not alone, and you are a good person who is worthy of respect.



Report It

Report the bullying to a trustworthy person. This could be a teacher, coach, parent, caregiver, or guidance counsellor.



3.3 Workplace Bullying

Bullying is defined as acts or verbal comments that could psychologically or mentally hurt or isolate a person in the workplace. Sometimes, bullying can involve harmful physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade, or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression. Victims of workplace bullying often struggle to perform to the best of their abilities.

A good way to avoid workplace bullying and lateral violence is to create a positive work environment. Here are some ways that you can achieve that:

Tips for creating a positive workplace

- Create an anti-bullying policy
 - This policy should have a clear definition of what is considered bullying, along with a list of the unwanted behaviours that meet the definition, an outline of how employees can report bullying, a detailed explanation of the complaint and investigation process, a "no retaliation" clause to help employees feel safe about reporting problematic behaviour, and a list of consequences for violating the antibullying policy.
- Promote positive workplace culture
 - This can be achieved through setting clear expectations and goals for the workplace, establishing trust, recognizing and rewarding good work, focusing on engagement, measuring goals, and providing frequent feedback.
- Provide training on workplace policies, workplace violence and workplace harassment
 Training can help ensure that all employees are familiar with the policies and help
 them understand what workplace bullying is and what the consequences are.
- Adopt a zero-tolerance policy environment
 Having a strict zero-tolerance policy is necessary to keep the workplace environment safe for all employees.

Common signs of workplace bullying

- Abusive or offensive language
- Unrealistic job demands

- Unreasonable insults or criticism
- Trivializing work achievement
- Exclusion or isolation
- Insults, putdowns, yelling, microaggressions, or other abusive behaviours.

What to do if you are experiencing workplace bullying

Document the abuse

Documenting everything related to your interactions with the bully provides a timeline of the events and can help you recall information more easily when needed. Keep all email threads, screenshots, and a log of when your colleague has bullied you.

- Tell your higher-ups or HR
 - If you do not feel comfortable speaking to the bully directly, discussing with a manager or human resources can help.
- Speak up
 - Address their behaviours, call attention to their values, and explain why it is a problem.
- Research your company's policies
 - Researching the company's policies can help you determine the proper protocols to report such activities. Many organizations have reporting guidelines you can follow when being subject to or witnessing it.

If you are experiencing workplace bullying, remember to document the abuse, speak up and talk to your higher-ups or HR. Bullying can have a negative impact on your overall well-being, so it is important to take care of yourself and not be afraid to reach out for support if you need it.

The following resources are infographic posters that can be made freely available to support occupants who are experiencing workplace bullying and lateral violence.



What is workplace Bullying?

Some common

bullying are:

signs of workplace

Bullying at work is the repeated mistreatment of an employee, by one or more employees. The mistreatment is usually a form of psychological violence and is often a mix of verbal and strategic insults preventing the victim from performing well.



Abusive or offensive language.



Unrealistic job demands.



Unreasonable insults or criticism.



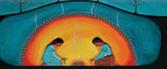
Trivializing work achievement.



Exclusion or isolation.



Insults, putdowns, yelling, microaggressions, or other abusive behaviours.







Create an Anti-Bullying Policy

This policy should have a clear definition of what is considered bullying, along with a list of the unwanted behaviours that meet the definition, an outline of how employees can report bullying, a detailed explanation of the complaint and investigation process, a "no retaliation" clause to help employees feel safe about reporting problem behaviour, and a list of consequences for violating the anti-bullying rules.



Encourage a Zero-Tolerance Environment

Have a strict zero-tolerance policy is necessary to keep the workplace environment safe for all employees.



Promote Positive Workplace Culture

This can be achieved through setting clear expectations and goals for the workplace, establishing trust, recognizing and rewarding good work, focusing on engagement, measuring goals and providing frequent feedback.



Provide Training on Workplace Policies, Workplace Violence & Workplace Harassment

Training can help ensure that all employees are familiar with the policies, and help them understand what workplace bullying is and what the consequences are.







Document the Abuse

Documenting everything related to your interactions with the bully creates a timeline of the events and can help you recall information more easily when needed. Keep all email threads, screenshots, and a log of when your colleague has bullied you.



Research Your Company's Policies

Researching the company's policies can help you determine the proper protocols to report such activities. Many organizations have reporting guidelines you can follow when being subject to or witnessing it.



Tell Your Higher-Ups or HR

If you do not feel comfortable speaking to the bully directly, discussing with a manager or human resources can help.



Speak Up

workplace bullying:

Address their behaviours, call attention to their values, and explain why it is a problem.



Take Care of Yourself Outside Work

Bullying can have a negative impact on your overall well-being. It is important to take care of yourself by reaching out for support and remembering that you are worthy of respect.



3.4 Substance Abuse

Substances, such as drugs and alcohol, can cause both psychological and physical dependence which can result in problematic substance use and/or a substance use disorder. Problematic substance use occurs when an individual uses drugs or alcohol in a harmful way that negatively impacts their health and life. A substance use disorder, also known as addiction, is the chronic dependence on and involvement with a substance or activity, regardless of the risk of harm.

A substance abuse disorder can mean a host of many negative consequences. These consequences can include physical, psychological, and personal complications. If a person is dealing with an addiction, they often exhibit poor performance at the workplace, which can result in job loss. Being aware of the indicators of addiction and the risk factors can help promote awareness in the workplace and allow staff to feel supported if they are seeking assistance.

Indicators of addiction

- Compulsively seeking the substance
- Changes in appearance
- Increased risk-taking
- Constant cravings for the substance
- Repeatedly engaging in harmful behaviour
- Inability to stop using the substance despite the harms that the substance is causing, such as:
 - Negative health effects (both physical and mental)
 - Missing work or school
 - Poor performance at work or school
 - Isolation from friends and family
 - Difficulties in relationships
 - Extreme changes in behaviours and mood

Risk factors of substance abuse

- A family history of problems with substance use
- Past experience of trauma or abuse
- Intergenerational trauma
- Existing emotional or mental health issues

Substance Abuse – Alcohol

Alcohol is an intoxicating substance present at varying levels in alcoholic beverages that when consumed, produces a sense of well-being and relaxation. Alcohol addiction, also known as alcoholism, is marked by a craving for alcohol and the inability to stop drinking despite any negative impacts. Some symptoms of alcohol addiction are:

- Increased quantity or frequency of use
- High tolerance
- Drinking at inappropriate times
- Dependence on alcohol to function in everyday life

Long-term alcohol abuse may result in damage to the body's organs including the liver, brain, heart and stomach, an increased risk of cancer, higher blood pressure, reduced resistance to infection, anxiety or depression, and more. To help avoid the acute and chronic risks of drinking alcohol, you should follow Canada's low-risk alcohol drinking guidelines.

Low-risk alcohol drinking guidelines - Canada.ca

Substance Abuse – Cannabis

Cannabis refers to the plant Cannabis Sativa which contains over 100 cannabinoids that have effects on cell receptors in the brain and body. THC is one of the most researched cannabinoids and is responsible for how your brain and body respond to cannabis, including the high and intoxication. THC can impair your ability to drive safely and can affect your coordination, reaction time and ability to pay attention. Contrary to popular belief, frequent and heavy cannabis use can cause physical dependency and addiction. Problematic cannabis use can include some of these behaviours:

- Failing to fulfil duties in everyday life
- Giving up important social, occupational, or recreational activities
- Consuming cannabis often and in large amounts
- Being unable to cut down on cannabis use

The long-term effects of cannabis use can include an increased risk of addiction and can also harm your memory, ability to concentrate, intelligence and lung health.

Substance Abuse – Opioids

Opioids, sometimes called narcotics, are a class of drugs with pain-relieving properties used primarily to treat pain. Opioids can produce feelings of intense pleasure and euphoria, making them highly addictive drugs that have the potential for problematic use. Opioids affect the region of your brain that controls your breathing. If an individual were to consume too much of an opioid, it would slow their breathing and possibly lead to an overdose.

The long-term effects may consist of increase tolerance, liver damage, or worsening pain. If you are prescribed opioids, it is important that you use them properly and safely. This would mean only consuming the amount you were prescribed, not consuming illegally produced or obtained opioids, and not using an opioid medicine that was not prescribed to you.

Substance Abuse – Methamphetamine

Methamphetamine is a synthetic stimulant that is made of chemical ingredients which alter how a user thinks and feels. It is a highly addictive drug that produces compulsive effects and dependence. Some of the most common signs of Methamphetamine use include:

- Hyperactivity
- Paranoia
- Skin sores
- Agitation and aggression
- Twitching, jerky movements, facial tics
- Irregular heartbeat

The long-term effects of the drug are complications that result from the repeated and sustained short-term effects. These may include depression, brain damage, psychosis, and suicidal feelings. There are also serious long-term physical effects, the most dangerous being cardiovascular-related, such as heart attack or stroke.

If you, or someone you know, is dealing with substance use problems, here are some helpful resources:

Wellness Together Canada 1-866-585-0445

Kids Help Phone 1-800-668-6868

National Native Alcohol and Drug Abuse Program National Native Alcohol and Drug Abuse Program (sac-isc.gc.ca)

Provincial and Territorial Resources Get help with substance use - Canada.ca

About substance use - Canada.ca

3.5 Mental Health and Suicide Prevention

Mental health reflects our emotional, psychological, and social well-being and affects how we think, feel and act. Mental wellness is a personal and subjective internal resource that allows us to feel balanced, work productively and adapt to change. Having positive mental health and well-being allows us to function well and cope with life's challenges.

Many factors contribute to our mental health and wellness at both individual and community levels. These include historical and social contexts, health behaviours and personal health practices, healthy relationships and more. Some of the determinants of health that affect mental health and suicide are based on the consequences of social and political conditions that have historically harmed First Nations.

Early identification and intervention of mental health is critical and can lead to better health outcomes in life. As many mental health issues of adulthood begin in the earlier years, it's important to be attentive to early signs and symptoms:

- Getting significantly lower marks in school
- Changes in sleeping or eating habits
- Acting out or rebelling
- Lack of energy or motivation

Factors that increase the risk of suicide

- Mental illness, such as depression and bipolar disorder, or a substance abuse disorder
- Chronic pain
- Trauma include bullying, childhood abuse, domestic abuse, and intergenerational trauma
- Significant loss
- Major life changes or stressors
- Lack of access to or availability of mental health services
- Personal identity struggles

Common warnings signs of suicide risk

- Giving away personal possessions
- Saying goodbyes



- Taking steps to tie up loose ends
- Withdrawing from friends, family, and normal activities
- Increased substance use
- Preoccupation with death

What to do if you suspect someone is thinking about suicide

- Express concern and offer support
- Listen
- Reassure them
- Encourage them to seek help from a health professional
- Watch out for signs of distress and changes in their behaviour
- If the conversation leaves you feeling even more concerned, call a processional, a suicide prevention line, or 911

Suicidal behaviour can be very distressing for both the person at risk and those who care about them. It can impact friends, family members, and the community. While it is important to take care of the person at risk, we need to remember to take care of ourselves.

If you, or someone you know are seeking mental health support, here are some helpful resources and helplines:

Kids Help Phone 1-800-668-6868 http://www.kidshelpphone.ca/

Crisis Services Canada 1-833-456-4566 Call Us | Suicide Support & Resources | Crisis Services Canada

Canadian Association for Suicide Prevention http://suicideprevention.ca/



Mental Health Crisis & Suicide Prevention

What is a Mental Health Crisis?

If in immediate danger, call 911

A mental health crisis is any situation in which a person's behaviour puts them at risk of hurting themselves or others, and/or prevents them from being able to care for themselves or function effectively in the community.

Common warning signs that someone may be experiencing a mental health crisis:

- No longer being able to perform normal, daily tasks.
- · Extreme lack of energy.
- Increased agitation, aggression and/or violence.
- Confused thinking or irrational thought.
- · Isolating themselves from others.

- · Change in eating habits and weight.
- · Changes in sleeping patterns.
- · Rapid mood swings.
- · Paranoia or distrust of others.
- · Abuse of others or oneself.





Mental Health Crisis & Suicide Prevention

Suicide Risk

If in immediate danger, call 911

Suicide is not always a potential danger with a mental health crisis, but it can be.

Common Warning Signs of Suicide Risk

- Giving away personal possessions.
- · Saying goodbye.
- Taking steps to tie up loose ends (organizing personal papers, paying off debts, etc.).
- · Increasing substance use.

- Withdrawing from friends, family, and normal activities.
- Preoccupation with death (saying things like "nothing matters anymore" or "you'll be better off without me").

What to do if you suspect someone is thinking about suicide:



Express concern and offer support

"I may not understand exactly how you feel, but I care about you, and I'm concerned for you."



Reassure

"We will get through this together."
"I am here for you and want to help you."



Watch out for signs of distress and changes in their behaviour.



Lister

"Are you thinking about suicide?" "Are you having suicidal thoughts?"



Encourage them to seek help from a health professional.



If the conversation leaves you feeling even more concerned, call a professional or suicide prevention line, or 911.



www.fnhpa.ca | info@fnhpa.ca



Mental Health Crisis & Suicide Prevention

What to do in a **Mental Health Crisis:**

If in immediate danger, call 911

Use De-Escalation Techniques

A person in the midst of a mental health crisis cannot always communicate their thoughts, feelings or emotions clearly. It is important to empathize with the person's feelings and try to de-escalate the crisis.

These techniques include using a calm tone of voice, avoiding overreacting, actively listening, expressing support, and being patient.

Call a Mental Health Crisis Line

Mental health crisis lines are staffed by trained workers who can assist. All provinces have a mental health crisis line available.





Mental Health Crisis & Suicide Prevention

How to Prepare for a Mental Health Crisis:

If in immediate danger, call 911

Create a Mental Health Crisis Plan

A crisis plan is a written plan developed by the person with the mental health condition and their support team. It's designed to address symptoms and behaviours and help prepare for a crisis.

It should include general personal information, family information, behaviours present before the crisis, current medications and dosages, current diagnoses, history of suicide attempts, drug use or psychosis, etc.



3.6 Domestic Dispute

Domestic violence, also referred to as intimate partner violence, includes physical violence, sexual violence, stalking and psychological abuse by a current or former partner. Indigenous women and girls are at disproportionate risk and face among the highest rates of violence of all population groups in Canada.

Abuse can have short- and long-term consequences on a survivor's physical and mental health. Some effects linked to violence are anxiety, depression, distress, disturbances in eating and sleeping patterns, and physical pain. It is also critical to recognize that domestic violence impacts the victim, as well as their family and community.

Common warning signs of domestic violence

- The victim is apologetic or often makes excuses for their partner's behaviour
- The victim shows changes in their personality
- The victim isolates themselves from friends and family
- The victim has unexplained injuries
- The victim is constantly worried about upsetting their partner

Ways to support victims of domestic violence

- Be supportive and listen
- Ask how you can help
- Offer another location as a safe space
- Call your provincial crisis line or service provider who supports survivors of domestic abuse



If you, or someone you know, is experiencing domestic abuse and require support, here are some helpful resources and helplines:

DAWN-RAFH :: Crisis Hotlines (dawncanada.net)

Talk4Healing 1-855-554-HEAL (4325) Talk4Healing :: Home

Assaulted Women's Helpline Assaulted Women's Helpline (awhl.org) 1-866-863-0511

3.7 Child Abuse

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care that causes injury or emotional damage to a child or youth. This abuse results in severe emotional harm and long-lasting effects throughout the child's life.

Abusive behaviour can present itself in many different forms, but these are the five most common types:

Physical Abuse - The purposeful application of unreasonable force by a person in a position of trust or authority to any part of a child's body.

Emotional Abuse - Behaviour that harms a child psychologically, emotionally, or spiritually.

*Neglec*t - Failure by a parent or caregiver to provide a child's physical or psychological necessities of life.

Sexual Abuse - Involvement of a child in the act of sexual gratification or exposure of a child to sexual contact, activity, or behaviour. The abuse can be contact or non-contact.

Exposure to family violence - Allowing a child to witness or be aware of violence occurring between family members.

Individual, family, and community-level risk factors

- Domestic violence present in the household
- A caregiver who is abusing alcohol or drugs
- A caregiver who is experiencing high levels of stress
- A caregiver who is struggling with their mental health
- High rates of violence and crime in the community
- High rates of poverty and limited educational and economic opportunities in the community
- · Communities with unstable housing

Common signs of child abuse

The warning signs for child abuse can vary according to the type of abuse being inflicted on the child.

- The child has injuries that are not consistent with their explanations
- The child has injuries that are in various stages of healing
- The child is acting extremely withdrawn
- The child is overly compliant or fearful
- The child has consistently poor hygiene
- The child is acting inappropriately adult or inappropriately infantile

If you, or someone you know, is experiencing child abuse and require support, here are some helpful resources and helplines:

Kids Help Phone 1-800-668-6868

Hope for Wellness Help Line 1-855-242-3310 Hope for Wellness Chat

First Nations Child & Family Caring Society of Canada (FNCFCS)

Welcome | The Caring Society (fncaringsociety.com)

(613) 230-5885

Child Maltreatment in Canada - Canada.ca

3.8 Vandalism

Vandalism is the intentional damage, destruction, or defacement of a property without the owner's permission. This damage comes in many varieties, such as graffiti, broken windows, cut-down trees, etc. Vacant properties are highly prone to vandalism, and whereas most rental homes undergo vacancy periods, this can be a big concern for property owners. While you cannot prevent all acts of vandalism, there are ways to help protect your property against it.

Tips to help protect your property against vandalism

- Keep your property tidy to give the impression that the property is being lived in.
 This could include tending to the grass and gardens, keeping the sidewalks shovelled, or gathering up the mail and flyers.
- Maintain good lighting to give the illusion that someone is in the house.
 This can be achieved by using outdoor motion sensor lights or having some interior lights on.
- Visit the property often but not on a predictable schedule to give the impression that someone lives on the property.
- Install cameras to monitor the activity on the premises.
- Consider getting greenery and fences to make it more difficult for vandals to reach the property.
- Get vacancy insurance coverage.
- Install a security system in case of a break-in.
- Join a community watch group.