

WHAT IS BULLYING?

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WHAT IS BULLYING

- Unwanted and aggressive behavior that involves an imbalance of power
 - Imbalance can involve physical strength, access to embarrassing information, or status
 - Can change overtime

TYPES OF BULLYING

- Verbal
- Social
- Physical

WHERE BULLYING HAPPENS

- In our schools
- Our workplaces
- Community Centers
- On the Internet

THE ROLES WE PLAY

- The person who engages in bullying behavior
- The target of the behavior
- Those who assist
- Those who reinforce
- Outsiders/bystanders
- Those who defend

WHY SOME PEOPLE BULLY

- Often do not feel secure or supported in their environment
- Factors that lead to bullying can include:
 - Peers
 - Family
 - Emotional
 - Vocational

WHO IS AT RISK

- Those who are bullied:
 - Perceived as different from peers
 - Perceived as weak or unable to defend themselves
 - Lower sense of self
 - Less popular
- Those who bully
 - Well-connected, having social power
 - OR Isolated and struggling with self-worth
 - Easily frustrated
 - Negative view of others
 - View violence as positive
 - Associate with others who bully

THINGS TO LOOK OUT FOR

- Someone is being bullied
 - Unexplained injuries
 - Lost possessions
 - Changes in behavior
 - Eating, sleeping, performance
 - Isolation
 - Changes in mental health
- Someone is acting as a bully
 - Physical/Verbal Altercations
 - Associate with others who bully
 - Increases in aggressive behavior
 - Blames others for their problems/unable to take responsibility for actions
 - Competitive about reputation/status

THE IMPACT

- Those who are bullied:
 - Increase in depression like symptoms
 - Health issues
 - Decreased achievement
- Those who bully others:
 - Higher rates of SUD
 - Destructive behaviors
 - Pattern of abusive behavior expands into other areas of life (relationships, kids, etc)
- Bullying and ACEs

SPECIAL POPULATIONS

- Race, Ethnicity, National Origin, & Religion
 - Discrimination/Harassment
- LGBTQIA+
- Military Connected Individuals
- Individuals with Disabilities

- How can we create a safe space?

THE COMPLEX NATURE OF CYBERBULLYING

- Takes place digitally
- Includes sending, posting, or sharing negative, harmful, false, or mean content
- Unique
 - Persistent
 - Permanent
 - Harder to detect

SCENARIOS

Is it conflict or Bullying?

SCENARIO I

- Tom previously worked for Rene and subsequently left due to the workplace culture. Tom is now in a position which causes him to have to interact with Rene as part of his new role as a project lead, for a system implementation,. Rene is angry that Tom left and starts talking badly about him to others involved in the new project, causing some of them to back out.
 - What are the factors at play?
 - Roles engaged?
 - Result?

SCENARIO 2

- Molly and Amara have been best friends. They got into an argument and Amara now claims that Julie is her best friend. Molly is hurt.
 - What are the factors at play?
 - Roles engaged?
 - Result?

SCENARIO 3

- Tia recently lost a lot of weight and posted a picture of herself on social media in a new outfit. She received lots of positive messages from followers. But, one person posted making comments about looking too thin and unwell.
 - What are the factors at play?
 - Roles engaged?
 - Result?

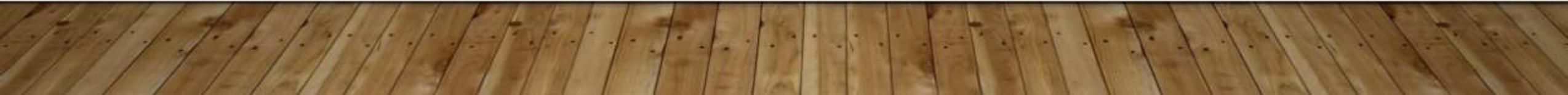
SCENARIO 4

- Matt is in 8th grade and his older sibling recently came out as LGBTQIA+. The older sibling is well connected at the high school and editor of the school paper. Peers start making comments to Matt about his sibling's sexual orientation,
 - What are the factors at play?
 - Roles engaged?
 - Result?

SCENARIO 5

- You are a school administrator and a parent calls you to say that her son, Ryan, has been getting bullied all year. She reports that the boys take his book bag from him when he gets on the bus and they make jokes about him when they see him in the hall or in the lunch room. He is now afraid to go to school and won't take the bus.
 - What are the factors at play?
 - Roles engaged?
 - Result?

QUESTIONS?



RESOURCES

- <https://www.stopbullying.gov/>
- <https://www.pacer.org/bullying/info/info-facts.asp>
- <https://www.cdc.gov/violenceprevention/youthviolence/bullyingresearch/fastfact.html>
- <https://www.dosomething.org/us/facts/11-facts-about-bullying>