

You and Me - Bully Free
 ©Sue Black, Certified Bullying Prevention Trainer

The One who Bullies

The One who is Bullied

The Bystander

<p style="text-align: center;"><u>Who?</u></p> <ul style="list-style-type: none"> Boys and girls <p><u>What?</u></p> <ul style="list-style-type: none"> Intentional Meant to hurt and harm Continues over time No sincere apology No remorse Negative impact on the target Involves an imbalance of power – physical and/or psychological power, or outnumbered <p><u>How?</u></p> <ul style="list-style-type: none"> Physical – push, punch, shove, steal, trip, restrain, intimidate, etc Verbal – name calling, racist remarks, put-downs, insults, etc Social – gossip, rumors, exclusion, manipulating relationships, etc Cyber – email, IM, chat, web, digital, etc <p><u>Why?</u></p> <ul style="list-style-type: none"> Seeking-wielding-maintaining power / to hurt / lack of empathy / to express feelings of anger, insecurity, loneliness / fun / group mentality / never told not to / revenge 	<p style="text-align: center;"><u>Who?</u></p> <ul style="list-style-type: none"> Boys and girls <p><u>Most at risk:</u></p> <ul style="list-style-type: none"> Minority racial or ethnic group Mental or physical disabilities Overweight New to the community Gay, lesbian, bisexual, transgender Don't 'fit in' with the "norm" based on <u>any</u> arbitrary standard Any perceived weakness <p><u>Common characteristics of an easy target:</u></p> <ul style="list-style-type: none"> Anxious Insecure Not assertive Submissive Sometimes low self-esteem Appear unhappy Sometimes limited sense of humor Sometimes poor social skills Few or no friends Excessive dependence on adults *New research: aggression against social rivals in order to advance up the social ladder 	<p style="text-align: center;"><u>Who?</u></p> <ul style="list-style-type: none"> Boys and girls <p><u>Hurtful bystanders:</u></p> <ul style="list-style-type: none"> Prod the bully to begin Encourage – laugh, cheer, comment Join in Passively accept – provide audience and see no need to stop the behavior Watch in silence; uncertain about what to do or afraid of becoming next target <p><u>Helpful bystanders:</u></p> <ul style="list-style-type: none"> Directly intervene – discourage bully, defend target, try to redirect situation Get help – rally support for target or talk to an adult <p><u>Important facts:</u></p> <ul style="list-style-type: none"> When bystanders intervene, they can successfully stop bullying more than 50% of the time, often within the first 10 seconds Only 1 out of 10 kids will step in to help; 9 out of 10 do not intervene Even fewer adults intervene – only .4 out of 10 step in to help
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**Tips for Working with
the One who Bullies**

**Tips for
the One who is Bullied**

**Tips for
the Bystander**

<p>Adults:</p> <p><u>Immediately:</u></p> <ul style="list-style-type: none"> • Stay calm • Intervene immediately; don't ignore it • Intervene even if not sure it is bullying • Be clear that the behavior must stop • Implement consequences <p>Adults:</p> <p><u>Follow-Up:</u></p> <ul style="list-style-type: none"> • Assess underlying causes; apply corrective strategies • Speak to bully separately and in private • Brainstorm alternatives to bully behavior • Be consistent • Develop a team approach and building-wide commitment to intervening every time • Be there – provide supervision, structure • Look for, and reinforce, positive behavior • Model, provide opportunities to develop empathy, inclusion, respect, sharing, negotiating, reciprocating 	<p><u>Immediately:</u></p> <ul style="list-style-type: none"> • Stay calm • Say 'stop' • Walk away if able • Run away if in immediate danger • Talk to an adult <p>Adults: communicate clearly –</p> <ul style="list-style-type: none"> ▪ "It's not your fault." ▪ "You don't deserve this." ▪ "You are not alone." ▪ "I'll investigate." <p><u>Follow-Up:</u></p> <ul style="list-style-type: none"> • Work with/talk to friends • Ask an adult to help you practice what to say or do • Join a group or club away from the one(s) who bullies • Work on a hobby or area of interest that you enjoy <p>Adults:</p> <ul style="list-style-type: none"> • Be there – provide supervision and structure to places behavior occurs • Provide ongoing support to target • Speak to target separately and in private 	<p><u>Immediately:</u></p> <p>Intervene –</p> <ul style="list-style-type: none"> • Stay calm • Refuse to join in, laugh, participate <p>Courage required –</p> <ul style="list-style-type: none"> • Say 'stop' – stand up for, with the target • Walk away with the target – get out of the area • Talk to an adult – break the code of silence – you're not tattling, rattling, squealing or snitching – you're getting help <p>Adults: empower the bystanders with appreciation for stepping up, or information on what to do next time if they didn't</p> <p><u>Follow-Up:</u></p> <ul style="list-style-type: none"> • Work with/ talk to friends • Don't be an audience to bully behavior – discourage it when it starts • End gossip; let others know you won't repeat it • Say hello – don't treat target like an invisible person • Invite/include target in your activities
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