

# Bullying

What it is, what it isn't. what to do...



A young woman with long dark hair, wearing a bright red sweater, is looking down at a blue smartphone in her hands. She has a sad and thoughtful expression, with her hand resting against her chin. In the background, two other people are visible but out of focus. The scene is set outdoors, possibly near a body of water.

**What is bullying?**

# Bullying



**In order for something to be defined as bullying, three factors need to be present. The behaviour is:**

1. **On purpose/ intent to harm**
2. **Repeated**
3. **Difference of **Power****

**Power & control are key dynamics in every bullying situation**

# Types of Power



- **Legitimate hierarchy**  
(parent/ child, coach/ athlete, etc.)
- **Stronger**
- **Faster**
- **Smarter**
- **Numbers**
- **Etc...**

# What it isn't...



- **Conflict/ Disagreement**
- **Difference of Opinion**
- **A “bad day”**
- **Legitimate Power Differences**



# How Common is Bullying?

**In Canada, at least 1 in 3 adolescent students have reported being bullied. Almost half of Canada parents have reported having a child that is the victim of bullying. Studies have found bullying occurs once every seven minutes on the playground and once every 25 minutes in the classroom.**

**In the majority of cases, bullying stops within 10 seconds when peers intervene, or do not support the bullying behaviour.**

# Types of Bullying





# Physical

**Physical Harm or the threat of physical harm to the person or their belongings**

- **Punching, hitting, kicking, spitting, etc.**
- **Throwing, damaging or stealing things that belong to the person (phone, locker, notes, clothing, pets etc.)**
- **Sexual Harassment or unwanted sexual touching**





# Emotional

**Harm aimed at causing emotional distress, humiliation, alienation or shame.**

- **Name calling, mocking, teasing**
- **Gossip, rumors, lies**
- **Manipulation**
- **Intentional exclusion**
- **Gaslighting**
- **Racism, Bigotry, discrimination based on gender, race, religion, sexual orientation, socio-economic status, etc.**
- **Blackmail or extortion**



# Cyber Bullying

**Includes the use of email, cell phones, text messages, and internet sites to threaten, harass, embarrass, socially exclude, or damage reputations and friendships.**

- **Name calling, mocking, teasing**
- **Gossip, rumors, lies**
- **Manipulation**
- **Intentional exclusion**
- **Gaslighting**
- **Racism, Bigotry, discrimination based on gender, race, religion, sexual orientation, socio-economic status, etc.**
- **Blackmail or extortion**
- **Often via text , email and/ or social media**

# The Language of bullying...

- **Bullying (as defined)**
- **Harassment**
- **Manipulation**
- **Control**
  
- **Bully/ Target/ Bystander**
  - **Notice we don't use the word victim...**

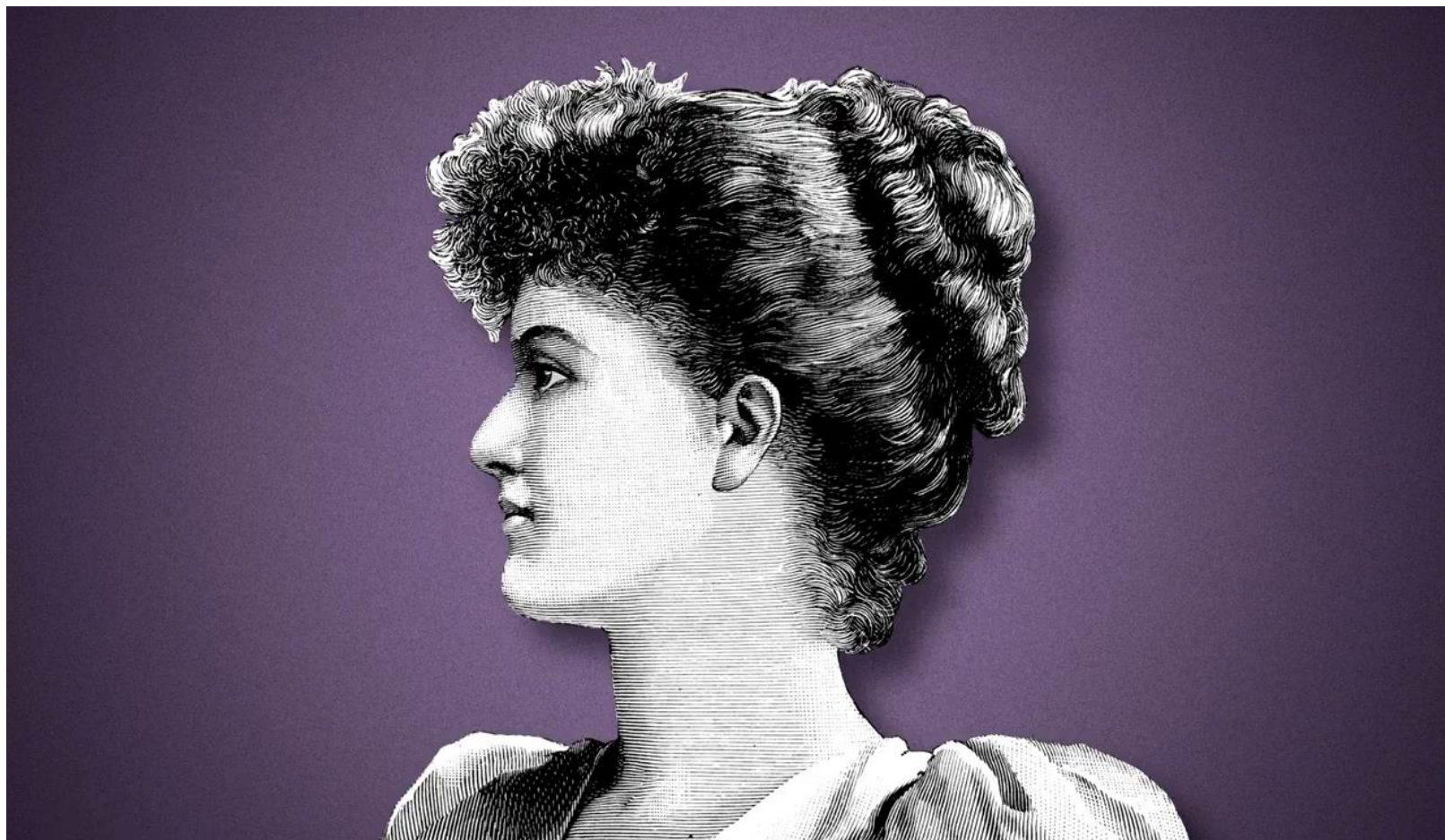


# Let's Talk about Bystanders...



- Research tells us that the most influential dynamic in a bullying situation is the Bystander.
- Levels of intervention by a bystander can include:
  - **Watching/ laughing/ encouraging/ spreading**
  - **Saying something (stop, don't, etc.)**
  - **Telling someone in authority**
  - **Walking away**
  - **Comforting the target after the fact**
- **These factors are BY FAR the best intervention (greater impact than discipline and support alone)**
- **These skills/ strategies need to be taught**

**Empathy**



Respect...

# MASLOW'S Hierarchy of NEEDS





# Adult Bullying Dynamics

*Note: Kids take their cues from the adults in their lives...*

**We often think bullying only happens to kids/ youth, however these dynamics are very present amongst adults as well. We've recognized it in:**

- **Workplaces** (supervisors/ colleagues/ contractors, etc.)
- **Families** (domestic violence/ elder abuse/ children/ siblings etc.)
- **Teams/ Clubs/ Sports/ Community groups**
- **Government**

**These types of abuse can be physical, emotional, psychological, financial etc.**

# What can we do?

## Targets

- **Walk away**
- **Tell someone you trust – a teacher, coach, guidance counsellor, parent**
- **Ask for help**
- **Stay in groups to avoid confrontation**
- **Pretend that the bully isn't affecting you**
- **Keep reminding yourself that you are a good person and are worthy of respect, and this is NOT your fault**
- **Get strategies and support from a counsellor or trusted adult**

## Bullies:

- **Ensure disciplinary action is taken**
- **Provide access to supports/ counselling**
- **If youth, ensure parents are aware**
- **Communicate with other adults to ensure behaviour is monitored**

## Bystanders:

- **Instead of ignoring a bullying incident, try:**
  - **Tell a teacher, coach or counsellor**
  - **Move toward or next to the target**
  - **Use your voice Befriend the victim**
  - **Lead the target away from the situation**
- **Ensure follow up with disciplinary/ authorities**





# Supports

**Kids Help Phone:**  
[www.kidshelpphone.ca](http://www.kidshelpphone.ca)

**Alberta Parents Guide:**  
<https://www.prevnet.ca/resources/policy-and-legislation/alberta/for-parents>

**Bullying Canada Supports:**  
[www.bullyingcanada.ca](http://www.bullyingcanada.ca)

**Tips for Handling Bullying in the Workplace:**  
<https://www.realsimple.com/work-life/life-strategies/adulting-tips/how-to-handle-adult-bully>

*thank  
you*

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