YOUR ROLE AS AN ADULT...

Advising the Target...

- *Validate* the emotions of the target.
- *Remember,* it's not your fault! No one deserves to be bullied.
- *Remind them of their unique identities.*
- *It's okay to ask for help.*
- You don't have to solve this problem on your own.
- Explain how you will help.
- Stay close to students you can count on to stick up for you.
- Know the areas where bullying tends to happen.
- Talk to someone you trust, like your parents, a friend, a teacher, a counsellor, or coach. They can offer support and help develop a plan to end the harassment.
- Don't carry a weapon for protection!
- Keep your cool and walk away, even though you might be upset.
- Go to a safe area.
- Be assertive, not passive or aggressive.

Advising the Witness...

- Offer emotional support to the target.
- Refuse to join in if you see someone being bullied.
- Attempt to defuse bullying situations when you see them starting up. Do not place yourself at risk, however.
- Get help from a teacher, parent or other responsible adult.
- Encourage the target to talk with their parents and/or a trusted adult.
- Document what you have seen and/or heard.
- *Don't ignore the situation; it doesn't stop on its own.*

Advising the Person who is Bullying...

- Look at the circumstances where you might be tempted to bully; avoid them.
- See the incidents from the point of view of the target.
- Find ways to make things right.
- Find ways to direct power and influence in positive ways.
- Surround yourself with people who will support more positive behaviours in you.
- Listen with an open mind.

RESPONDING TO AN INCIDENT...

DO SOMETHING!

Stop it: *Ask the person to stop.*

Name it: *e.g. 'That's not very respectful.'*

Assess it: *With both the person doing the harm and the person harmed, ask:*

'What happened?'
'Who has been affected?'
'In what way?'

Resolve it: *What needs to happen to makes things right?*

Monitor it: *Check in regularly with the person who was harmed for as long as necessary to ensure bullying has stopped.*

Follow it up: *Ask: 'What have you learned?' 'What would you do differently next time?'*

WHO WE ARE:

Canadian Red Cross
The Community Alliance For York Region Education
Crime Stoppers
Family Services Of York Region—LGBTTQ Services
Jewish Family And Child Services
Kerry's Place Autism Services
Kinark Child And Family Services
PREVnet
Region of York, Community and Health Services
The York Centre
York Catholic District School Board
York Region District School Board
York Regional Police

For presentations, contact:
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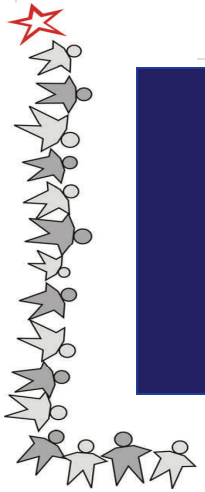
YORK REGION BULLYING PREVENTION PARTNERSHIP

WHO WE ARE

The York Region Bullying Prevention Partnership is a partnership of community agencies, organizations and institutions that work with children, youth and adults to reduce bullying where we live, learn, work and play.



Reaching for a Bullying—Free York Region.

WHAT WE BELIEVE:

Bullying can be prevented.

Bullying does not end on its own.

Everyone has a responsibility; we all need to respond.

Time does not heal the hurt.

Bullying should not be a part of growing up.

ABOUT BULLYING...

Bullying is a relationship issue

- Bullying is **intentionally hurtful** behaviour that happens **repeatedly.**
- It's about using **power** in an aggressive way to hurt others.
- It can be physical, verbal, relational, exclusionary, electronic (cyberbullying).

Bullying is not...

- A conflict between friends
- An argument between people of equal power
- Accidental
- A one-time event

Bullying behaviours can lead to criminal activities such as:

- Assault
- Threatening death or injury
- Extortion
- Defamatory libel
- Hate crimes
- Criminal harassment

Participants:

- The person who ***bullies.***
- The person who is ***targeted.***
- The person who is a ***witness.***

Human rights education is much more than a lesson in schools or a theme for a day; it is a process to equip people with the tools they need to live lives of security and dignity.
~Kofi Annan

HOW IT CAN LOOK...

Physical bullying:

- Kicking, poking, pushing, spitting, scratching, shoving, pinching, tripping, hitting
- Unwanted touching
- Physical intimidation,
- Damaging or stealing property or personal items

Verbal bullying:

- Name calling, insulting, put downs, sarcasm
- Teasing
- Verbally intimidating, threatening, extortion

In 57% of cases,
bullying stops within 10 seconds
of someone speaking up.
~PREVnet

Social bullying: (exclusion)

- Gossiping
- Bossing
- Facial expressions such as rolling eyes
- Embarrassing someone
- Hiding someone's possessions
- Ostracizing, ignoring, shunning
- Telling target's secrets to others

Electronic (Cyber-bullying)

- Offensive or threatening emails, text messages, phone calls, and through social media
- Creating websites that ridicule, humiliate or intimidate others
- Cyber-stalking
- Excluding someone from an online group
- Encouraging others to post or send hurtful messages
- Identity theft

YOUR ROLE AS AN ADULT...

Prevention is essential!

- Model respectful, caring and supportive behaviour to everyone.
- Develop 'social safety standards' for children, youth and yourself.
- Keep an open dialogue with child/youth.
- Form community connections.
- Actively value diversity.
- Listen for possible issues.
- Watch for early signs of distress.

Watch for: Signs of Being Bullied:

- Fear of going to school or other activities
- Decline in academics, attendance, motivation
- Stress symptoms
- Significant change in behaviour
- Injuries, bruising, damaged clothing or lost items
-

Watch for: Signs of Bullying Others:

- Aggression
- Lack of remorse/empathy
- Bossy and manipulative behaviour
- Unexplained objects or money
- Quick to anger

Bullying is not just a school problem. Adults in schools see only 4% of the bullying (Kazdin & Rotella, 2009) and only about 36% of student report. Bullying extends beyond schools and into the community. It will take community solutions to reduce incidences of bullying in York Region.

WHAT DOESN'T WORK :

- Remaining silent.
- Revenge (pay back).
- Statements that deny the impact of bullying.
- "Just suck it up."
- "Just walk away."
- "What doesn't kill you makes you stronger."
- "Ignore or stay away from them."