

**You and Me - Bully Free**  
 ©Sue Black, Bullying Prevention Trainer (Olweus Certified)

**The One who Bullies**

**The One who is Bullied**

**The Bystander**

<p><b><u>Who?</u></b></p> <ul style="list-style-type: none"> <li>Boys and girls</li> </ul> <p><b><u>What?</u></b></p> <ul style="list-style-type: none"> <li>Intentional</li> <li>Meant to hurt and harm</li> <li>Continues over time</li> <li>No sincere apology</li> <li>No remorse</li> <li>Negative impact on the target</li> <li>Involves an imbalance of power – physical and/or psychological power, or outnumbered</li> </ul> <p><b><u>How?</u></b></p> <ul style="list-style-type: none"> <li>Physical – push, punch, shove, steal, trip, restrain, intimidate, etc</li> <li>Verbal – name calling, racist remarks, put-downs, insults, etc</li> <li>Social – gossip, rumors, exclusion, manipulating relationships, etc</li> <li>Cyber – email, IM, chat, web, digital, etc</li> </ul> <p><b><u>Why?</u></b></p> <ul style="list-style-type: none"> <li>Seeking-wielding-maintaining power / to hurt / lack of empathy / to express feelings of anger, insecurity, loneliness / fun / group mentality / never told not to / revenge</li> </ul>	<p><b><u>Who?</u></b></p> <ul style="list-style-type: none"> <li>Boys and girls</li> </ul> <p><b><u>Most at risk:</u></b></p> <ul style="list-style-type: none"> <li>Minority racial or ethnic group</li> <li>Mental or physical disabilities</li> <li>Overweight</li> <li>New to the community</li> <li>Gay, lesbian, bisexual, transgender</li> <li>Don't 'fit in' with the "norm" based on <u>any</u> arbitrary standard</li> <li>Any perceived weakness</li> </ul> <p><b><u>Common characteristics of an easy target:</u></b></p> <ul style="list-style-type: none"> <li>Anxious</li> <li>Insecure</li> <li>Not assertive</li> <li>Submissive</li> <li>Sometimes low self-esteem</li> <li>Appear unhappy</li> <li>Sometimes limited sense of humor</li> <li>Sometimes poor social skills</li> <li>Few or no friends</li> <li>Excessive dependence on adults</li> <li>*New research: aggression against social rivals in order to advance up the social ladder</li> </ul>	<p><b><u>Who?</u></b></p> <ul style="list-style-type: none"> <li>Boys and girls</li> </ul> <p><b><u>Hurtful bystanders:</u></b></p> <ul style="list-style-type: none"> <li>Prod the bully to begin</li> <li>Encourage – laugh, cheer, comment</li> <li>Join in</li> <li>Passively accept – provide audience and see no need to stop the behavior</li> <li>Watch in silence; uncertain about what to do or afraid of becoming next target</li> </ul> <p><b><u>Helpful bystanders:</u></b></p> <ul style="list-style-type: none"> <li>Directly intervene – discourage bully, defend target, try to redirect situation</li> <li>Get help – rally support for target or talk to an adult</li> </ul> <p><b><u>Important facts:</u></b></p> <ul style="list-style-type: none"> <li>When bystanders intervene, they can successfully stop bullying more than 50% of the time, often within the first 10 seconds</li> <li>Only 1 out of 10 kids will step in to help; 9 out of 10 do not intervene</li> <li>Even fewer adults intervene – only .4 out of 10 step in to help</li> </ul>
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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:  <b><u>Immediately:</u></b></p> <ul style="list-style-type: none"> <li>• Stay calm</li> <li>• Intervene immediately; don't ignore it</li> <li>• Intervene even if not sure it is bullying</li> <li>• Be clear that the behavior must stop</li> <li>• Implement consequences</li> </ul> <p>Adults:  <b><u>Follow-Up:</u></b></p> <ul style="list-style-type: none"> <li>• Assess underlying causes; apply corrective strategies</li> <li>• Speak to bully separately and in private</li> <li>• Brainstorm alternatives to bully behavior</li> <li>• Be consistent</li> <li>• Develop a team approach and building-wide commitment to intervening every time</li> <li>• Be there – provide supervision, structure</li> <li>• Look for, and reinforce, positive behavior</li> <li>• Model, provide opportunities to develop empathy, inclusion, respect, sharing, negotiating, reciprocating</li> </ul>	<p><b><u>Immediately:</u></b></p> <ul style="list-style-type: none"> <li>• Stay calm</li> <li>• Say 'stop'</li> <li>• Walk away if able</li> <li>• Run away if in immediate danger</li> <li>• Talk to an adult</li> </ul> <p>Adults: communicate clearly –</p> <ul style="list-style-type: none"> <li>• "It's not your fault."</li> <li>• "You don't deserve this."</li> <li>• "You are not alone."</li> <li>• "I'll investigate."</li> </ul> <p><b><u>Follow-Up:</u></b></p> <ul style="list-style-type: none"> <li>• Work with/talk to friends</li> <li>• Ask an adult to help you practice what to say or do</li> <li>• Join a group or club away from the one(s) who bullies</li> <li>• Work on a hobby or area of interest that you enjoy</li> </ul> <p>Adults:</p> <ul style="list-style-type: none"> <li>• Be there – provide supervision and structure to places behavior occurs</li> <li>• Provide ongoing support to target</li> <li>• Speak to target separately and in private</li> </ul>	<p><b><u>Immediately:</u></b></p> <p>Intervene –</p> <ul style="list-style-type: none"> <li>• Stay calm</li> <li>• Refuse to join in, laugh, participate</li> </ul> <p>Courage required –</p> <ul style="list-style-type: none"> <li>• Say 'stop' – stand up for, with the target</li> <li>• Walk away with the target – get out of the area</li> <li>• Talk to an adult – break the code of silence – you're not tattling, rattling, squealing or snitching – you're getting help</li> </ul> <p>Adults: empower the bystanders with appreciation for stepping up, or information on what to do next time if they didn't</p> <p><b><u>Follow-Up:</u></b></p> <ul style="list-style-type: none"> <li>• Work with/ talk to friends</li> <li>• Don't be an audience to bully behavior – discourage it when it starts</li> <li>• End gossip; let others know you won't repeat it</li> <li>• Say hello – don't treat target like an invisible person</li> <li>• Invite/include target in your activities</li> </ul>
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