Bullying and Harassment

8th grade
Bullying and Harassment
Pre-test

1. True or False: Bullies suffer from low self-esteem.
2. True or False: Harassment is a form of bullying behavior.
3. True or False: Most victims of bullying become violent.
4. True or False: Bullying behavior may be both direct and indirect.
5. True or False: A victim is someone who is repeatedly exposed to aggression from peers.
6. True or False: Bullies are social outcasts.
7. True or False: Bullying behavior only impacts the bully and the victim
8. True or False: Over 2/3rds of students believe that schools respond poorly to bullying.
9. True or False: Bullying behavior has both short-term and long-term impact on the victim.
10. True or False: A bully is more likely than a non-bully to be convicted of a crime by the age of 24.
11. True or False: Most teachers see nothing wrong with bullying or putdowns.
12. True or False: You can impact bullying behavior in your school.
What’s the difference?

- Bullying = Harassment – use the terms interchangeably
Key Elements of Bullying

- Imbalance of Power
- Repeated
- Intentional
- Unequal levels of affect
“Harassment and bullying is based on the student’s actual or perceived trait or characteristic, including the student’s actual or perceived race, color, creed, sex, age, religion, marital or familial status, ethnic background, national origin, ancestry, physical or mental ability or disability, sexual orientation, gender identity, physical attribute, political party preference, political belief, or socio-economic background.”
“Any electronic (such as emails or instant messages), written, verbal or physical act or conduct toward a student that is based on an actual or perceived trait or characteristic that creates or could reasonably be expected to create an objectively hostile school environment is prohibited.”
“The District prohibits harassment and bullying of students by other students, by employees, and by volunteers while in school, on school property, and at any school function or school-sponsored activity.”
“Acts of harassment or bullying may be treated as grounds for discipline. Discipline may include suspension or expulsion of a student, termination of an employee’s contract, and/or exclusion of a volunteer from District activities or premises.”
# Bullying Behaviors

## Racial & Ethnic Harassment

<table>
<thead>
<tr>
<th>Mild</th>
<th>Moderate</th>
<th>Severe</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Joke telling with racial or ethnic targets</em>&lt;br&gt;<em>Exclusion due to ethnic or cultural group membership</em></td>
<td><em>Racial or ethnic slurs</em>&lt;br&gt;<em>Verbal accusations, putdowns</em>&lt;br&gt;<em>Public humiliation</em></td>
<td><em>Destroying or defacing property due to ethnic or cultural group membership</em>&lt;br&gt;<em>Physical or verbal attacks due to group membership</em></td>
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## Bullying Behaviors

### Sexual Harassment

<table>
<thead>
<tr>
<th>Mild</th>
<th>Moderate</th>
<th>Severe</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Sexual or “dirty” jokes</td>
<td>*“Wedgies” (pulling underwear up to waist)</td>
<td>*Cornering, blocking, standing too close, following</td>
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<tr>
<td>*Conversations that are too personal</td>
<td>*Repeatedly asking someone out when he/she isn’t interested</td>
<td>*Sexual assault and attempted sexual assault</td>
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<tr>
<td>*Howling, cat calls, whistles</td>
<td>*Spreading sexual rumors</td>
<td>*Rape</td>
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<tr>
<td>*Leers and stares</td>
<td>*Pressure for sexual activity</td>
<td></td>
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<tr>
<td></td>
<td>*De-panting</td>
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</table>
What can be considered bullying at school?

The act or conduct…

• places the student in reasonable fear of harm to the student’s person or property, or

• has a substantially detrimental effect on the student’s physical or mental health, or

• has the effect of substantially interfering with the student’s academic performance, or

• has the effect of substantially interfering with the student’s ability to participate in or benefit from District services, activities, or privileges.
What are prohibited behaviors?

• Unwelcome touching
• Inappropriate or demeaning remarks, jokes, stories, activities, symbols, signs or posters
• Implied or explicit threats concerning grades, awards, property or opportunities
• Requiring, explicitly or implicitly, that a student submit to harassment or bullying as a term or condition of the student’s participation in any educational program or activity
Group Activity

• Describe some types of bullying that occur at UMS
  • Verbal
  • Physical
  • Nonverbal
  • Emotional
  • Sexual
  • Harassment (based on race, gender, etc.)
Group Activity cont.

• What are 5 things teachers/counselors can do to stop or lessen bullying in schools?

• What are 5 things a student can do to stop or lessen bullying in schools?
Pretest results

- Discuss results
Finally, don’t be like Billy Madison in 5th grade
Bottom line: Give Respect

- Bullying = Disrespect
  - Showing respect for people means accepting their differences and treating them the way you’d like to be treated.

- Give an example of disrespect in class, home, among friends
- Think of a time you felt disrespected. What effect did it have on you?
Respect

• But what if I just don’t like someone?

• What are some ways to handle your feelings of dislike for someone while still treating them respectfully?
Who gets picked on?

• Usually bullies pick on other people’s differences, whether it’s:
  • Big/small, short/tall
  • Smart/not smart
  • Cultural or religious backgrounds
  • People who look unusual or act differently
  • People who don’t have a lot of friends
  • People who don’t have a lot of confidence
Kinds of bullying

• Do guys and girls bully differently? What are some similarities or differences?

• In your opinion, which is the worst kind of bullying?
Can’t you take a joke?

• Teasing or taunting?

• Teasing and taunting both mean making fun of someone, but under the surface they’re quite different
Teasing and Taunting

**Teasing**
- Among friends
- Not meant to hurt someone’s feelings
- Everyone laughs
- If anyone gets upset, the teasing stops

**Taunting**
- Done towards someone you don’t like
- Meant to hurt someone’s feelings
- People are laughing at the person, not with him/her
- The joke doesn’t stop when the person becomes upset
Sexual Bullying

- Flirting is playful and non-threatening. It doesn’t make you feel uncomfortable.
Flirting vs. sexual bullying

**Flirting**
- Goes both ways
- Not meant to be hurtful
- Meant to make someone feel valuable
- If someone gets upset, it stops

**Sexual bullying**
- Is not mutual
- Meant to make the person feel bad
- Meant to make the person uncomfortable
- Doesn’t stop when someone gets upset
Sexual bullying can be physical—e.g., grabbing or touching people inappropriately.

Sexual bullying also includes spreading rumors about someone’s sexual behavior—e.g., stuff written on bathroom walls.
Sexual harassment shall consist of unwelcome sexual advances, requests for sexual acts or favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of the student’s educational opportunities or benefits, or
- Submission to or rejection of such conduct by a student is used as the basis for educational decisions affecting that student, or
- Such conduct has the purpose or effect of substantially interfering with a student’s education by creating an intimidating, hostile, or offensive educational environment.
Sexual harassment includes...

• requests or pressure for sexual activity,
• unwelcome touching,
• other verbal or physical conduct or a sexual nature, such as inappropriate jokes, symbols, signs or posters of a sexual nature,
• repeated remarks to or about a person with sexual or demeaning implications.
Cyberbullying

What is it?

- Sending mean emails or messages
- Posting information, pictures or secrets online meant to hurt or damage a person’s reputation.
- Pretending to be someone and spreading information to get him/her in trouble
Cyberbullying video

Hazing

• When someone joins a team or club, there can be tasks or initiation rituals they’re expected to do before they’re accepted by their teammates.

• Des Moines Register article on Drake University student
Gossip

- Were you or one of your friends ever a victim of rumors or gossip?

- How and why do you think it got started?
What can you do if you’re being bullied?

1. Be Assertive
   - Don’t get mad, cry, or show that you’re upset
   - Answer in a strong, calm voice
   - Walk away from the situation
   - Remember that you deserve respect
What can you do if you’re being bullied?

- 2. Tell an adult
- 3. Find strength in numbers
- 4. If it’s safe, take a stand
- 5. Bullied online? Don’t reply
Finally, be like Billy Madison