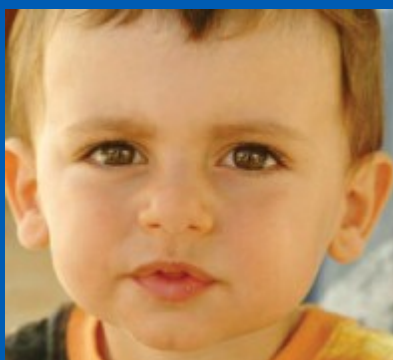
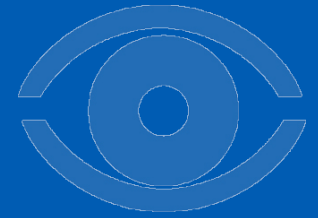


eyes on  
bullying



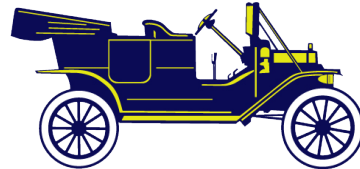
# School Collaboration



Bishop Baraga



Breitung Township



Florence



Forest Park



West Iron County



Iron Mountain



Norway



Niagara



Alternative Ed



DIISD Technical Education Center

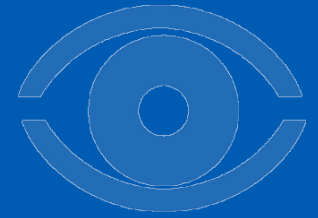


North Dickinson



**School's Involved**  
This is a collaborative effort of the following school districts of the Dickinson Iron ISD and bordering Wisconsin schools K-12:

# Philosophy and the Basics



## Our Philosophy

We believe that to prevent bullying in children's lives, children and adults must:

- Take a new look at the ways they think about bullying
- Understand how their actions—or inaction—can either prevent or escalate bullying behaviors
- Take responsibility and action for preventing bullying
- Learn and teach others successful strategies and skills to prevent bullying
- Create an environment where rules of conduct are clear, children feel safe, and everyone understands that bullying will not be tolerated

## Bullying Basics

We now know that:

Bullying is **NOT** ..... pre-wired, harmless, or inevitable

Bullying **IS** ..... learned, harmful, and controllable

Bullying **SPREADS** ..... if supported or left unchecked

Bullying **INVOLVES** ..... everyone—bullies, victims, and bystanders

Bullying **CAN BE** ..... effectively stopped or entirely prevented

# What is bullying?



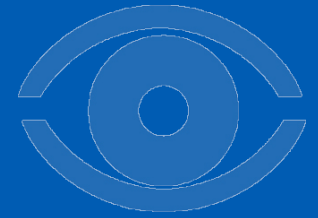
**Bullying is a form of emotional or physical abuse that has three defining characteristics:**

- 1 Deliberate**—a bully's intention is to hurt someone
- 2 Repeated**—a bully often targets the same victim again and again
- 3 Power Imbalanced**—a bully chooses victims he or she perceives as vulnerable

**Bullying occurs in many different forms, with varying levels of severity. It may involve:**

- **Physical Bullying**—poking, pushing, hitting, kicking, beating up
- **Verbal Bullying**—yelling, teasing, name-calling, insulting, threatening to harm
- **Indirect Bullying**—ignoring, excluding, spreading rumors, telling lies, getting others to hurt someone

# Finding Bullying Where Its Hidden



**A culture of silence often surrounds bullying. Many children who are bullied never tell anyone.**

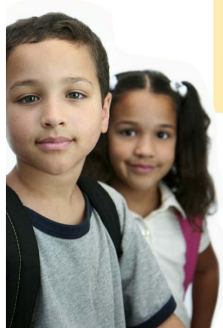
Most bullying is **not** reported because children...

- Don't recognize it as bullying
- Are embarrassed
- Don't want to appear weak
- Believe they deserve it
- Want to belong
- Fear retaliation
- Don't know how to talk about it
- Don't have a trusted adult to confide in
- Think adults won't understand
- Think nothing can be done about it

**But just because you don't see it, and children don't talk about it, doesn't mean bullying isn't happening. Even when children fail to report bullying, they often show warning signs.**

What are some warning signs of bullying?

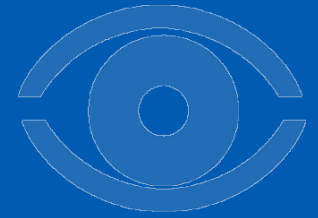
- Unexplained damage or loss of clothing and other personal items
- Evidence of physical abuse, such as bruises and scratches
- Loss of friends; changes in friends
- Reluctance to participate in activities with peers
- Loss of interest in favorite activities
- Unusually sad, moody, anxious, lonely, or depressed
- Problems with eating, sleep-ing, bed-wetting
- Headaches, stomachaches, or other physical complaints
- Decline in school achievement
- Thoughts of suicide



**PAY CAREFUL ATTENTION TO THESE RED FLAGS. WATCH AND LISTEN CAREFULLY, ESPECIALLY IF THE WARNING SIGNS ESCALATE.**

Some children may withdraw, while others may get angry and seek revenge. Don't assume the problem will go away on its own: Invite children to talk about what is bothering them. If you find out a child is being bullied, show support, help develop a response strategy, and follow up to make sure the bullying does not continue.

# Cyberbullying



## **CYBERBULLYING IS A GROWING FORM OF BULLYING THAT IS ESPECIALLY HARD TO SEE.**

Cyberbullying involves sending or posting hurtful, embarrassing, or threatening text or images using the Internet, cell phones, or other digital communication devices. Using these technologies, cyberbullies can reach a wide group of people very quickly. Their goal: to damage their victim's reputation and friendships.

### **Cyberbullying can involve:**

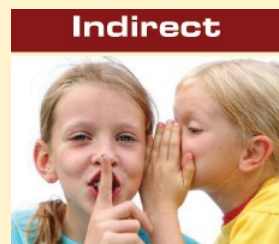
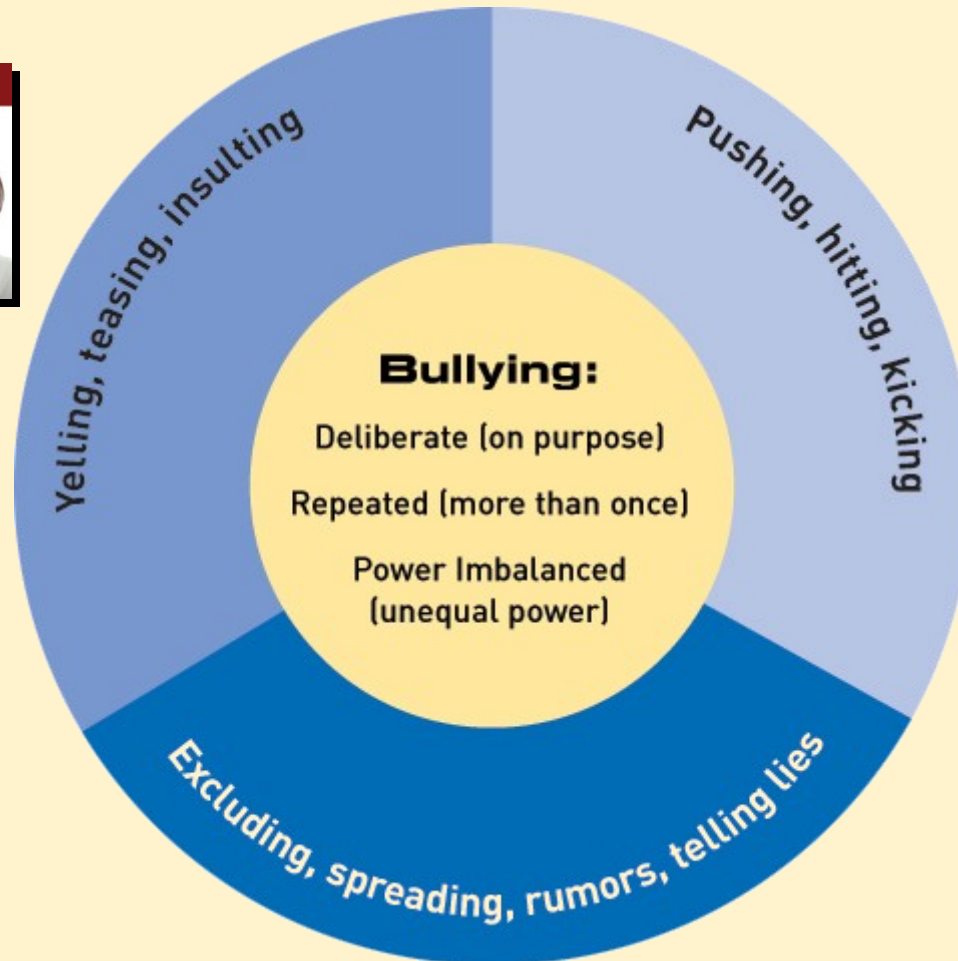
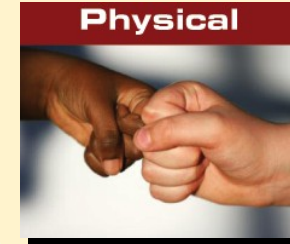
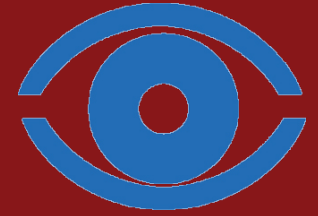
- Spreading rumors or posting false or private information
- Getting other people to post or send hurtful messages
- Excluding someone from an online group

Young people cyberbully for many reasons. Some do it to deal with their anger, seek revenge, or make themselves appear better than their peers. Others do it for entertainment or for the pleasure of tormenting others. Still others do it simply because they can. By remaining anonymous, and avoiding face-to-face contact, cyberbullies may not realize the consequences of their actions. As a result, they are more likely to say and do things they might hesitate to say or do in person. And young people are often hesitant to report cyberbullying because they are afraid that doing so will lead to restrictions on their own Internet or cell phone use or they believe nothing can be done to stop it.

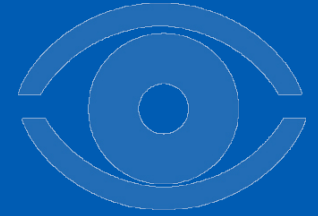
### **Some things adults can do to help prevent cyberbullying:**

- Keep computers in visible places so that you can monitor use.
- Talk with children about safe and responsible use of the Internet and cell phones, and about the dangers of cyberbullying.
- Discuss what to do when cyberbullying occurs, such as ignoring the posting or calmly, but firmly, telling the cyberbully to remove the harmful material.
- Remind children not to share any personal information online.
- Encourage children to tell you if they are being cyberbullied or know others who are. Assure them that you will help them deal with the problem.

# Bullying



# Bullies, Victims, & Bystanders



Bullying involves multiple players. Bullies, victims, and bystanders all play important roles in contributing to bullying — and each can help make bullying stop. Since bullying is primarily Learned, it can also be “unlearned”— or conditions can be changed so that it is not Learned in the first place.



## **Bullies...**

**select** and systematically train their victims to comply to their demands. They seek active encouragement, passive acceptance, or silence from bystanders.

*But*, bullies can be stopped when victims and bystanders learn and apply new ways to stand up against bullying. Bullies can also learn how to make friends and get what they want by helping, rather than hurting, others.

## **Victims...**

**reward** the bully by yielding control and showing signs of intimidation. They often fail to gain support from bystanders and avoid reporting the bullying.

*But*, victims can learn to defeat the bully by responding assertively, rallying support from bystanders, or reporting the bullying to adults.

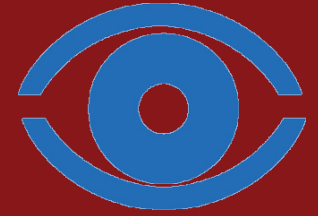
## **Bystanders...**

**play** an important and pivotal role in promoting or preventing bullying. Often without realizing it, they may exacerbate a situation by providing an audience, maintaining silence, actively encouraging, or joining in.

*But*, bystanders can neutralize or stop the bullying by aiding the victim, drawing support from other bystanders, or obtaining help from adults.



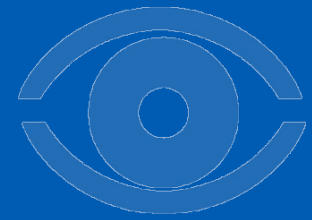
# Looking Bullies in the Eye



## Looking Bullies in the Eye: Tips for Standing Up to Bullies

- Take a deep breath and let the air out slowly.
- Sit or stand tall, head up.
- Keep your hands at your sides rather than on your hips or folded across your chest.
- Have a relaxed and purposeful facial expression, not angry or laughing.
- Maintain eye contact.
- Speak with a calm voice, loud enough to be heard clearly.
- Use non-provocative words and a confident tone of voice.
- Avoid name-calling or making threats.
- Avoid finger pointing or other threatening gestures.
- Reply briefly and directly.
- Avoid bringing up past grudges or making generalizations ( *You always...* ).

# Look Strategically... What YOU Can Do



## When YOU see or hear bullying...

**Intervene immediately.** When you do nothing, you send the message that bullying is acceptable. If you ignore or minimize the problem, victims will not believe that adults understand or care, or that they can help. If *you* don't intervene, children won't either.

**Intervene even if you're not sure it's bullying.** Observing children's actions, words, body language, and facial expressions will help you determine if bullying is occurring. Even if it's not, aggressive behaviors need to be stopped.

**Stand between or near the victim and the bully, separating them if necessary, so as to stop the bullying behaviors.** For young children, consider removing them from the situation to a "time-out" area or room.

**Respond firmly but appropriately.** Remain calm, but convey the seriousness of the situation. Announce that the bullying must stop. Describe the behavior you observed and why it is unacceptable.

**Get help if needed.** If the bully is using physical force, or there is more than one bully, you may need to find another adult to help keep children safe and protect yourself.

**Do not respond aggressively.** Using aggressive behavior sends the wrong message that this is a good way to solve problems. It may also prompt a bully or a bystander to increase his or her bullying behavior or become aggressive toward you.

**Avoid Lecturing the bully in front of his or her peers.** Your goal is to end the behavior, not humiliate or shame the bully. Rather than serving as a deterrent, lecturing and scolding often provide the bully with attention that he or she finds rewarding.

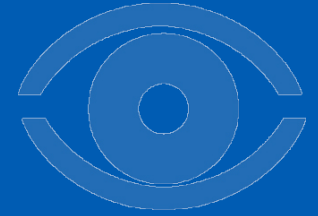
**Don't impose immediate consequences.** Allow yourself time to consider the incident and obtain any clarifying information—then decide the best course of action.

**Don't ask children to "work things out" for themselves.** Bullying is different from an argument or conflict; it involves a power imbalance that requires adult intervention.

**Give praise and show appreciation to helpful bystanders.** Children who try to help the victim or stop the bully are key to bullying prevention.

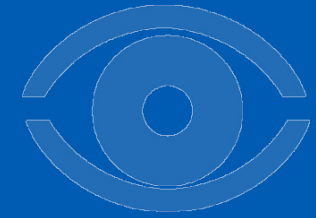
**Stick around.** Remain in the area until you are sure the behavior has stopped.

# Look Ahead... Creating a Bully-Free Environment



1. Establish clear bully prevention policies and procedures.
2. Communicate key concepts to everyone in the program.
3. Supervise children responsibly.
4. Encourage children and staff to speak out as soon as they witness or experience bullying.
5. Provide ongoing education and training for all staff.
6. Involve parents and community.

# Look It Up... Selected Resources



**For more information contact your local school administration or go to the following web sites:**

- <http://mentalhealth.samhsa.gov/15plus/aboutbullying.asp>
- <http://actagainstviolence.apa.org>
- <http://www.bullying.org>
- <http://www.ed.gov/admins/lead/safety/training/bullying/index.html>

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