

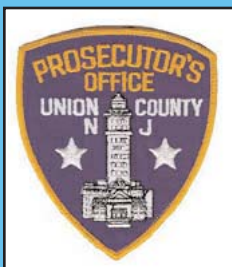
Bullying, Harassment & Intimidation

No matter what you call the behavior, it produces the same results.



Artwork created by Tyrone, a student in the United States as it appears on bully.org (Where You Are Not Alone)

Bullying threatens our children, our families and our communities. We must **ALL** work together to eliminate these anti-social and destructive behaviors to stop the pain and the violence!



prepared by the
Union County Prosecutor's Office
in cooperation with the
Union County Superintendent of Schools
and
Union County Human Relations Commission

What Is Bullying?

Definition of Bullying



Bullying is **unfair** and **one-sided**. It occurs when someone keeps **hurting**, **belittling**, **frightening** or **leaving someone out intentionally**. **Bullying** always involves an **imbalance of power**.

New Jersey State Bar Foundation (njsbf.com)

The primary elements of Bullying Behavior:

intentional, usually unprovoked attempts to cause physical and/or emotional harm to one or more targets done by someone with more physical or social power to someone with less occurring usually, but not necessarily, over time.

The "Players:"

AGGRESSORS ("Bullies"):



Those who use their **real** or **perceived** strength to intentionally, repeatedly and cruelly inflict physical, mental or emotional abuse on another person
(1 of every 5 students)

TARGETS:

Those who the aggressor ("bully") continually focuses on and aims at **(1 in 4 students)**

BYSTANDERS:

All the other people who observe the actions of the aggressor ("bully")
(70%-85%)

Do Kids Worry About Bullying?

Bullying and teasing are cited as the **top school troubles** of students, ages 8 to 15, more than drugs, alcohol, AIDS and pressure to have sex :**55%** of 8- to 11-year-olds, **68%** of 12- to 15-year-olds.

Kaiser Family Foundation / Nickelodeon

37% of all students do not feel safe at school.
U.S. Department of Justice

160,000 children miss school everyday due to fear of attack or intimidation by other students.
(FBI Statistics by the National Education Association, 1993)

1 out of 12 students has stayed home because of fear of going to school.
National Center for Victims of Crime

Bullying begins in elementary school, **peaks in middle school**, and falls off in high school (although the severity increases in high school.)
National Institute of Child Health & Human Development (NICHD)

Bullying May Have Become An Accepted "Rite Of Passage," But We Have To Change That...

Every month, **250,000 children** in the U.S. report that they are **physically assaulted** by other children.
US Department of Education

26% of bullied girls and **16% of bullied boys** have moderate to severe depression; **8% of bullied girls** and **4% of bullied boys** are suicidal.
British Medical Journal

"Bullies" and their targets are **more likely to carry weapons** and get into fights. **2.7 million students** have carried a weapon in the last 30 days.
Archives of Pediatrics and Adolescent Medicine, April 15, 2003

Bullying has played a role in **three out of four (3/4) school-shooting attacks.**
U.S. Secret Service Report

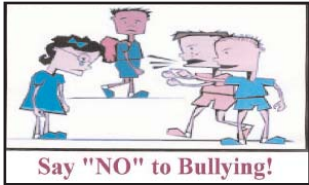
60% of students characterized as bullies in 6th through 9th grades have **at least one criminal conviction by age 24**. **40%** of these have **three or more** convictions.
Fight Crime: Invest In Kids (National Advocacy Group)

What Aggressors ("Bullies") Do

Bullying is an aggressive and cruel behavior that expresses itself in various forms:

The artwork on this page was created by youth who have been targeted by bullies and appear on bully.org

Direct Verbal Aggression



Say "NO" to Bullying!

including name-calling, maliciously teasing, belittling, insulting, demeaning, humiliating, intimidating, criticizing, undermining, patronizing, tormenting, blaming, and threatening

Indirect Verbal Aggression

including making cruel comments behind someone's back that they are intended to overhear, making things up to get someone in trouble, spreading rumors

Written Aggression

including slam books, letters, graffiti and note-passing

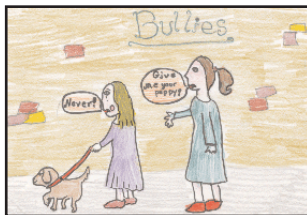
Physical Aggression

(to harm another's body, property)



including hitting, pushing, shoving, biting, scratching, pinching, spitting at, choking, punching, kicking, tripping, making faces or giving dirty looks,

taking, defacing, damaging or destroying personal property, stealing or extorting money, blackmailing (e.g., assistance with homework, money, possessions),



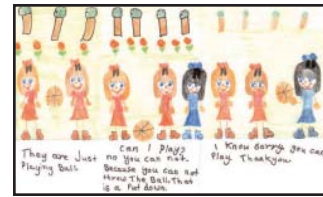
subjecting to degrading behavior, coercion, obscene gestures, picking quarrels and fights, physical abuse or cruelty, physical contact or assault, assault with a weapon, hazing

Psychological / Emotional Aggression

(Harm to another person's confidence and self-worth) including harassing phone calls, insults, starting and spreading rumors, gossiping, silent treatment, stalking, etc.

Social / Relational Aggression

(Harm to another person's self-worth) including ignoring you, deliberately isolating or excluding you from a group or social activities, manipulating and undermining friendships, ostracization, arranging public humiliation, and alienating you



Racial & Ethnic Harassment / Bias-Based Bullying

(when bullying behavior is motivated by bias based on actual or perceived factors that include race, color, religion, ethnicity, gender, disability, sexual orientation, or gender identity). Bias-based bullying is a bias incident and might even be a crime under New Jersey's Bias Intimidation Act. It includes racial name-calling, racial slurs, racial taunts, ethnic jokes, graffiti and gestures.



Sexual Harassment

Any comments or actions of a sexual nature that are unwelcome and make the recipient feel uncomfortable.



Cyberbullying

Digital bullying using computers or mobile gadgetry, including mobile phone calls and messages, text messaging, e-mail, instant messaging, chat boards, message boards, and malicious Web sites.



About Targets

Those who the aggressor ("bully") continually focuses on and aims at



What targets have in common is that they are perfectly ordinary, nice people who have had the misfortune of coming up against a very nasty person. Unfortunately, they **appear vulnerable** for some reason. Most targets have a **high moral integrity** which they are proud of. They **stand out** in some way. Many are chosen because they are sensitive, anxious and **UNABLE TO RETALIATE**. And that once they are targeted, they will be repeatedly targeted.

An aggressor ("bully") can target anyone, although the majority of targets are male, and most target those who are weaker and younger. Although physical characteristics provide ample material for bullying, each target is singled out to be an object of scorn, and thus bullying, mostly because of his/her **psychological traits**. Aggressors only attack those whom they **perceive** as weak and defenseless. They seek power, control, domination, and subjugation. They get a kick out of seeing the target react -- crying, getting upset, giving in. The most severe bullying is directed at loners. The target's reaction is a sign that their attempt at control has been successful. After that, it is a question of wearing the target down. Children who are repeatedly targeted sometimes see suicide as their sole escape. **The scars last a lifetime.**

Some children may seem to provoke bullying by being hot-tempered, irritating, offensive, aggressive, or create tensions with other children. Such children may have a negative view of themselves, be insecure, or seek attention in negative ways. And some may bully other children at times. But such children must also be protected from being bullied. Children who bully another child should not be allowed to excuse their behavior by blaming it on the victim's behavior. **Every child should report bullying to an adult at home and at school!**

Warning Signs That A Child Is Being Bullied

Physical Signs:

Has unexplained injuries (bruises, cuts, scratches)
Comes home with dirty/torn/damaged/missing clothing and/or books/belongings (possibly "lost" or "left at school")
Excessive calls from school wanting to come home sick
Asking for possession (which has been stolen) to be replaced
Makes a beeline to bathroom when arriving home
Asks for/steals extra money from family without valid reason

School-Related Signs:

Gets upset or appears afraid/reluctant at thought of going to school/school events, participating in activities with other kids, taking the school bus, walking to or from school, etc.
Chooses a longer or unusual route to go to/from school
Shows a sudden or gradual deterioration of academic school work, and grades (loses interest in school and homework, cuts school, quits sports, clubs or other activities, grades fall)
Exhibits poor concentration

Social Behavior Signs:

Does not want to go outside to play
Wants to stay home, not leave the house
Has a falling out with previously good friends
Stops talking about peers and everyday activities (or uses derogatory and demeaning language when discussing)
Is sad, sullen, angry or scared after receiving phone call, e-mail
Seems isolated from other kids -- may not have good friends to share time with (playing, shopping, sports, movies, musical events, chatting on phone, etc.)
Appears alone and lonely
Plays alone or prefers to hang with adults

Does not meet with classmates or playmates after school
Seldom/never invited to parties, does not want to have a party (afraid no one will want to come)
Shows more difficulty making friends

Psychological Signs:

Has repeated headaches, stomach pains, vomiting, or other complaints of illness (particularly in the morning),
Has a poor appetite
Extremely hungry after school ("lunch money was lost.")
Has sleeping problems (insomnia, bad dreams, etc.)
Exhibits new onset of enuresis (bed-wetting)
Has panic attacks -- May develop asthma

Emotional Signs:

Change in usual behavior pattern of your child
Does something out of character
Does not want to talk about his/her day
Appears anxious, distressed/unhappy/depressed/tearful/sad when they come home from school, or depressed and sullen, quiet and withdrawn, traumatized and/or ashamed, resentful
Makes off-hand self-demeaning comments
Unexpected mood shifts, irritability, sudden outbursts
Bad-tempered and aggressive with brothers and sisters
Is more demanding of your time
Engages in angry or destructive behavior
Defies authority figures (including parents)
Shows serious problems or anti-social behavior
Exhibits drug and/or alcohol abuse
Displays violent behavior
Undertakes self-mutilation or abuse



About Aggressors ("Bullies")

Those who use their **real** or **perceived** strength to intentionally, repeatedly and cruelly inflict physical, mental or emotional abuse on another person

Some aggressors ("bullies") are outgoing, aggressive, active and expressive. They get their way by brute force or openly harassing someone. This type of aggressor rejects rules and regulations and needs to rebel to achieve a feeling of superiority and security. Other aggressors are more reserved and manipulative and may not want to be recognized as harassers or tormentors. They try to control by smooth-talking, saying the "right" thing at the

"right" time, and lying. This type of aggressor gets his or her power discreetly through cunning, manipulation, and deception. Aggressors are all about pushing buttons to upset and gain the upper hand over their target. **They bully throughout their lifetime.** It gets them what they want. They bully their mates, children, and co-workers.

What Makes An Aggressor Bully?

The main risk factor for most bullying behavior is NOT a characteristic of the child, but of the environment, including the school, family, and perhaps the community.

But children who bully are more likely than children who do not bully to have the following characteristics:

- | | |
|---|---|
| Greater than average aggressive behavior patterns. | Resort to psychological/physical violence to get their way. |
| Get angry and stay angry for a long time. | Are generally aggressive, oppositional, and defiant toward adults (who fear them) |
| Greater than average self-esteem. | Mostly act "under the radar" of adults |
| Need to feel in control, to win. | Have difficulty conforming to rules and tolerating adversaries and delays |
| Desire to dominate peers. | Are rarely able to sustain a relationship based on mutual respect. |
| Are not popular people. Have friends not necessarily because they are popular, but because of fear. | Deny behavior. See it as justified, deserved, or someone else's fault. |
| Form alliances (in which true friendship is hidden) as part of their strategy of power and control. An individual will often side with the aggressor for fear of becoming a target. Some side with the aggressor so they can act like an aggressor. | Tend to be involved with crime and criminal behavior (vandalism, shoplifting, truancy, drugs) |
| Refuse to accept responsibility for his or her behavior. | Are inadequate people who CANNOT interact in a mature manner. |
| Believe conflicts are always someone else's fault. | Have developed a certain degree of hostility toward the environment. |
| Are insensitive. Have no sense of remorse for hurting another child. | Their parent(s) or guardians may support their child's aggressive behavior and often bully their child. |
| Get pleasure from inflicting injury and suffering on others. | Or the child may suffer from child abuse or neglect. |
| Are driven by jealousy and envy. | |
| Are attention seekers (positive or negative) | |

Bullying behavior is a HABIT. LITTLE bullies become BIG bullies!

These children need help to learn and adopt new behaviors and make real friends.

Stan Davis is a nationally recognized child and family therapist, school consultant and trainer. He offers the following insight on his stopbullyingnow.com web site: "Bullies often come from homes where there is little warmth and parental attention, and where parents discipline inconsistently using physical punishment and emotional outbursts. They often have little empathy or trust and little ability to delay gratification. Structured counseling and education that stresses acknowledging actions, empathy development, and restitution is likely to be effective if it follows negative consequences for the aggressive behavior. Youth who bully often need to recognize that their behavior will continue to lead to consequences until they change it before using any counseling. Actions that are **unlikely** to help and may **make things WORSE** include informal counseling, serious talks, requests to apologize, asking why, pleading, and expressions of frustration. Bullies need to learn to:

- | | |
|---|--|
| ◆ Acknowledge their own actions | ◆ Change their actions and stay out of trouble |
| ◆ Acknowledge the results of their behavior on themselves | ◆ Find other ways to get their needs met |
| ◆ Develop shame ("I broke a rule and got in trouble; I don't want to go through THAT again!") | ◆ Acknowledge the results of their behavior on others. |
| | ◆ Develop guilt ("I hurt someone") |



And about the people who can make a difference:

BYSTANDERS

All the other people (YOUTH and ADULTS) who observe the actions of the aggressor ("bully") and witness the effect that it has on the target.

"In the end, we will remember not the words of our enemies, but the silence of our friends."

Dr. Martin Luther King, Jr.

"60%-70% of the students are neither targets nor aggressors. (They are, however, usually involved in 85% of the bullying incidents!) It is essential to make use of this group of students in efforts to counteract bully/target problems at school."

Dr. Dan Olweus, "Father of Anti-Bullying," *Bullying & Schools: What We Know and What To Do*, 1993

Bystanders are the supporting cast who aid the aggressor ("bully") -- by standing idly by and looking away, or by actively encouraging (or joining) the aggressor. **Too often, bystanders who observe bullying but do not speak out against it, or stand up for the child who is being targeted.** These bystanders can be other children OR adults! When a bystander intervenes, the bullying dynamic changes. Bystanders are the most ignored and underused resource in our schools.

Bystanders need to become **STAND-UPPERS...**

Instead of Standing-By, they need to **STAND UP AND SPEAK OUT!**

Bullying negatively affects the social environment of a school. The climate of fear bullying creates directly interferes with the school's ability to create a safe learning environment for students.

Bullying is not recognized for what it is. Events take place at school, and away from school, and the events go unreported. **Make no mistake:**

Bullying is a form of violence that cannot be tolerated.

Targets usually suffer in silence.

They are ashamed and withdraw when bullied, and do not know where to turn. They do not believe anyone can or will help them, fear adults cannot or will not protect them, do not think adults can help, and fear that reporting will cause retaliation.

Reporting Is Not Tattling!!!

It is important to know the difference! Reporting, Talking, Telling Someone about an incident or inappropriate act to an adult -- a teacher, another person at school, a parent -- **is very different from Tattling, Snitching, or Ratting!** **Reporting is an act of courage, strength and safety.**

CONFIDENTIALITY MUST BE MAINTAINED!!

REPORTING
occurs when a student tells to protect the **SAFETY** of another student or the school.

TATTLING (or SNITCHING or RATTING)
occurs when a student tells to try to get another student into **TROUBLE!**

STAND UP! SPEAK OUT! REPORT BULLYING TO AN ADULT!



What You and Your Child Should Know

Your child has the right to be safe without the fear of attack -- physically, verbally or online.



A child who has been bullied has been traumatized, and should be approached and helped in the same way you would help a child who is grieving. **BE WARM AND SUPPORTIVE.** Assure them **IT IS NOT HIS OR HER FAULT.** As a parent or guardian, you can help your child through this difficult time by taking the time to **LISTEN to what your child has to say** about how he or she is feeling, what is happening, and who is involved, so that you can begin to gather the facts, and to work with him or her to handle the situation in the best possible way. **LISTEN CAREFULLY** to him or her about how you may further help your child. **DO NOT** handle this alone, and **DO NOT** call the child who is exhibiting bullying behavior, or his or her parents (unless you know them very well!).

You also need to **work closely with the school staff** to gather all the facts and to address the bullying behavior and to assist **your child and the child who is exhibiting bullying behavior.** As of September 1st, 2003, every school in New Jersey has a policy in place to address bullying, intimidation and harassment.

Of course, **law enforcement should also be involved if the situation involves criminal behavior or illegal activities.** You should contact your local police department if the situation is bias-motivated, involves sexual harassment, identity theft, theft or extortion, a physical assault, if any weapons are involved, if there is a threat of physical violence, or if it is gang-related. You should instruct your child to call **9-1-1** immediately if he or she is in **immediate** danger.

Possible First Responses For Your Child

The VERY FIRST time something happens, TRY TO RESOLVE THE PROBLEM YOURSELF.
(One incident may or may not be bullying!)

Have confidence in yourself. Do not believe the lies the person who is bullying you is telling you or anyone else. Stand up straight, walk tall and smile!

Take a deep breath, stay calm. Try to keep the other person calm.

Give an assertive response. Talk quietly but in a firm voice, ask the other person to stop. Tell the aggressor, "Don't do that. I don't like it."

You and your friends could try making friends with the other person. He or she might just be lonely or upset and in need of a friend.

Go do something you enjoy!

IF IT HAPPENS AGAIN...

Know that you are a special person and what is happening is NOT YOUR FAULT!

Avoid the aggressor. If you see the other person, walk the other way. Choose a different route. If that person is with you, leave as soon as you can.

Don't wander off alone -- stay in a group. Find your friends, keep in a crowd.

Know that FIGHTING BACK (with words or fists) will only make the situation worse. In most instances, the target will get hurt, and in even more trouble! This is a complicated situation, so it is difficult to know the right response. The best response is to get away and get the help of an adult as soon as possible!

GET HELP! IMMEDIATELY GET THE SUPPORT OF TWO ADULTS YOU TRUST --

your parent/guardian, AND someone at school: your teacher, principal, counselor, nurse, school resource officer, cafeteria worker, school bus driver, custodian **-- TELL SOMEONE!**

Bullying needs to stop!!!!
Can you make a difference?



How To "Bully-Proof" Your Child

Adult action is needed to stop bullying. That includes YOU!

If those being bullied could end the bullying themselves, they would.

They **CANNOT**, by definition, given the imbalance of power and the implicit support bullies find for their activities in the behavior of the adults.

"Ultimately -- especially in severe cases of bullying -- adults MUST take action to protect children, or children are NOT going to be protected.

Stuart Green, MSW, MA (Overlook Hospital) -- founder, New Jersey Coalition for Bullying Awareness & Prevention

Encourage your child to talk with you, to talk about school and relationships, and to share any problems with you. Do not interrupt or bombard your child with questions. By **LISTENING** attentively to your child's feelings, you empower your child to think about his or her behavior. Show you are interested. Respect the feelings. Respond. Get the facts.

Praise your child for his or her accomplishments and differences. A confident child is less likely to be bullied, and will be better able to deal with any bullying which occurs.

Teach your child to be kind, and that people who bully are people with problems.

Build empathy. There is a direct connection between how children feel and how they treat others.

Help your child to overcome prejudice. Do not prejudice people. Get to know them as individuals before you decide whether or not you like them. Treat people the way you want them to treat you. Stand up for people who are being treated with prejudice. Do not go along with the crowd when people are unfair to someone. Learn about other cultures, countries and peoples. Set an example!

Encourage your child to participate in sports or activities based on current interests or he or she is willing to develop, and which can build new friendships. This can increase your child's self-esteem. Children who are not involved or are "under-involved" in school activities -- including sports -- are at a higher risk for being bullied.

Be a good role model. Model ways for your child to solve problems without aggression.

Encourage your child to become part of a "Friendship Circle" to ensure no one is excluded or alone.

Watch for symptoms that your child may be bullied, so you can help take steps to prevent and eliminate bullying.

Tell your child to REPORT ANY AND ALL INCIDENTS!

Find out what your school is doing and can do.

Attend school programs! Read the new anti-bullying/harassment/intimidation policy. Adults in schools are responsible for putting the policy in place. Adults in communities are responsible for supporting the schools in their efforts. You must also ensure your community functions in a way that includes all people, and that adults do not model bullying for children by bullying others, which creates the impression that bullying is normal and acceptable.

Learn more. Look up additional literature and Internet resources on your own! We have compacted the writings of many sources in this brief brochure, and gratefully acknowledge their succinct advice and willingness to let us share them with you -- particularly Stuart Green of the **New Jersey Coalition for Bullying Awareness and Prevention** (stuart.green@ahsys.org). Be sure to read the works of **Dr. Dan Olweus**, "the father of anti-bullying research." Read other wonderful books that have been written for both adults and children. Strike out on your own and find additional resources. Searching the Internet using the "Google" search engine ("bullying") will lead you to many of our sources. Contact individuals and organizations who have joined the fight. New Jersey organizations include: **New Jersey State Bar Foundation** @ njsbf.org; **New Jersey Cares About Bullying** -- 1-877-NO BULLY; **Union County Anti-Bullying Coalition** (numbers below).

Join with all of us to stop bullying!

Bullying: RECOGNIZE IT. HANDLE IT. STOP IT!!!



Prosecutor Theodore J. Romankow

Union County Prosecutor's Office
32 Rahway Avenue, Elizabeth, New Jersey 07202 -- (908-527-4500)

Superintendent of Schools Glenn Tillou

Union County Superintendent of Schools
300 North Avenue, Westfield, New Jersey 07090 -- (908-654-9860)



Union County Human Relations Commission

c/o John H. Stamler Police Academy
1776 Raritan Road, Scotch Plains, New Jersey 07076 -- (908-889-9028)

Union County Cares About Bullying!

