

ANTI BULLYING AND CONFLICT RESOLUTION

BROWN M.S



STAFF

Principal:

Ms. Solis

Assistant Principals:

Ms. Favela – 6th Grade

Ms. Baca - 7th Grade

Ms. Oaxaca- 8th Grade

Counselors:

Ms. Sepulveda, A-L

Ms. Black, M-Z

Campus Patrol

Mr. Dominguez

Mr. Munoz

Officer Mena



WHAT IS BULLYING

- BULLYING IS INTENTIONAL, REPEATED HURTFUL ACTS, WORDS OR OTHER BEHAVIOR COMMITTED BY ONE OR MORE CHILDREN AGAINST ANOTHER.
- THESE NEGATIVE ACTS ARE NOT INTENTIONALLY PROVOKED BY THE VICTIMS, AND FOR SUCH ACTS TO BE DEFINED AS BULLYING AN IMBALANCE OF POWER MUST EXIST BETWEEN THE BULLY AND THE VICTIM.

RESPECT

- **YOU MUST SHOW RESPECT TO EVERYONE REGARDLESS OF RACE, COLOR, NATIONAL ORIGIN, SEX, AGE, MARITAL STATUS, PARENTAL STATUS, PHYSICAL CONDITION, OR ANY OTHER PERCEIVED DIFFERENCES.**

ACCEPTANCE

- APPRECIATE AND EMBRACE INDIVIDUAL AND CULTURAL DIFFERENCES IN PEOPLE



KEY ELEMENTS OF BULLYING

- INTENTIONAL
- REPEATED
- HURTFUL
- INVOLVING AN IMBALANCE OF POWER



WHAT TO DO IF YOU ARE THE VICTIM?

- **BECOME MORE ASSERTIVE
(STOP IT! LEAVE ME ALONE!)**
- **DON'T LOOK AWAY, MAKE EYE CONTACT**
- **HANG OUT IN A GROUP**
- **TELL THE CLOSEST ADULT (TEACHER, COACH, SECURITY, COUNSELOR)**
- **WE WILL HELP YOU**

WHAT IF YOU ARE THE BULLY?

- IT MAY FEEL GOOD NOW, BUT LATER?
- YOU CAN NOT GO BACK AND UNDO
- YOU WILL HAVE TO DEAL WITH THE CONSEQUENCES
- BE CAREFUL OF THE HERD EFFECT (FOLLOWERS)
- TO STAND BY AND DO NOTHING IS JUST AS BAD

TYPES OF BULLYING:

- **PHYSICAL** - PUNCHING, POKING, BEATING, BITING
- **VERBAL** - HURTFUL NAME CALLING, TEASING, GOSSIPING, WRITING ON BATHROOM WALLS, OR TEXTING MEAN NOTES
- **EMOTIONAL BULLYING** - REJECTING, TERRORIZING, HUMILIATING, BLACKMAILING, MANIPULATING FRIENDSHIPS, ISOLATING, OSTRACIZING, AND PEER PRESSURE
- **SEXUAL BULLYING** - EXHIBITIONISM, VOYEURISM, SEXUAL HARASSMENT AND ABUSE INVOLVING ACTUAL PHYSICAL CONTACT AND SEXUAL ASSAULT, DE-PANTSING, WEDGIES



INTERNET BULLING CYBER BULLYING

- HUMILIATING
- BLACKMAILING
- MANIPULATING FRIENDSHIPS
- ISOLATING,
- OSTRACIZING
- PEER PRESSURE



TEXTING



- Any bullying via texting
- We will take copy of written text
- Will determine if being done during school time
- Referral to Officer Mena
- To include “sexting” of any type

PROTOCOL

- TELL THE BULLY TO **STOP!**
- IF THAT STUDENT CONTINUES TO BULLY, TELL A **TEACHER/ADULT**
- IF THE BULLY BEHAVIOR CONTINUES AFTER TEACHER/ADULT INTERVENES, **GO TO OFFICE** AND FILL OUT A STUDENT STATEMENT AND ASK TO SPEAK WITH YOUR COUNSELOR
- A.P.'s WILL GET INVOLVED WITH **DISCIPLINARY** ACTION IF THE BULLY HAS NOT STOPPED BEHAVIOR AFTER PROCEDURE WAS FOLLOWED

Degrees of Bullying



5 TECHNIQUES

TECHNIQUE 1

AVOID A POTENTIALLY DANGEROUS SITUATION. NEVER PUT YOURSELF IN HARM'S WAY. IF NECESSARY, USE A DIFFERENT HALLWAY OR TAKE THE LONGER ROUTE HOME.

TECHNIQUE 2

DEVELOP CONFIDENCE BY IMPROVING YOUR BODY LANGUAGE. LOOKING MORE CONFIDENT WILL HELP YOU FEEL MORE CONFIDENT AND KEEP YOU FROM BEING TARGETED BY A BULLY.



5 TECHNIQUES

TECHNIQUE 3

USE **VERBAL COMEBACKS** TO DIFFUSE A SITUATION. VERBAL COMEBACKS CAN COME IN VARIOUS FORMS. YOU CAN **A)** AGREE WITH THE BULLY **B)** USE HUMOR TO DIFFUSE A SITUATION **C)** SIMPLY STATE THAT YOU HAVE HAD ENOUGH

TECHNIQUE 4

IF YOU FEEL THREATENED – **YELL!** YELLING WILL DRAW ATTENTION TO YOUR SITUATION AND EMBARRASS THE BULLY. IT ALSO SHOWS THAT YOU HAVE MORE CONFIDENCE THAN THE BULLY ANTICIPATED.



5 TECHNIQUES

TECHNIQUE 5

- **INVOLVE AN ADULT.** DO NOT BE ASHAMED TO INVOLVE A TEACHER, PARENT, OR OTHER ADULT. THEY CAN USUALLY HELP PUT A STOP TO BULLYING INCIDENTS.



THREATS ARE TAKEN SERIOUSLY

EXAMPLES:

- Kill someone else, hurt someone else, hit list....
- Drawings – to include implied threats
- Gun/Bomb (picture/saying/implying of all kinds – Level 3)
- Any kind of threat is taken seriously
- Consequences will be given!!!!
(Discipline consequences can include Alternative Placement)
and
- Threats of self harm are also taken seriously.



WHY ARE ALL THREATS TAKEN SERIOUSLY?

We want to ensure your safety and the safety of other at all times.



CONFLICT RESOLUTION



Conflict is having differences and disagreements.
Bullying and harassment are *conflict starters*.

In certain situations it is best to keep a distance and stop any type of communication with the individual/individuals harassing.

In some situations conflict can be resolved through some simple steps. This can happen only if **all** people involved are willing to listen and put forth an effort to work at resolving conflict. (If unsure seek adult help.)

Identify the problem What happened and how did it make you feel?

Communication

Communication is important when trying to resolve conflict. This includes **speaking and listening**. Take turns listening and speaking. Use kind words and speak in a calm manner.

Try putting yourself in someone else's shoes to see how it would feel if you were in their situation. Sometimes we will have to apologize for something we might have done intentionally or unintentionally.

Communicate with I messages.

Examples: I thought you said.....

I feel.....

When this happened I felt.....



Compromise

Come up with a solution that both parties can agree with. Through communication you discuss options to see what works for everyone, not just for one person.

Mediation

What is mediation? Mediation is when a person listens to the people having conflict. The mediator is a neutral person who lets each person speak and helps them work out a solution that works for both people having conflict.

If you are having difficulty with communication, if you are not sure how to handle a situation, or if you not sure on what to do, seek help. Counselors are available to help with mediation.



BROWN MIDDLE SCHOOL

When we learn and grow!

Respect

Responsibility

Honesty

Caring

Trustworthy

Kindness



Mrs. Sepulveda