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# BULLYING

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## Facts about bullying

Bullying can be a negative action whereby a person intentionally harms another person



through verbal and non verbal put downs or through physical contact. It is repetitive, negative and harmful. Bullying is somebody stealing another person's power. Bullying can also be sexual harassment, somebody repeatedly making comments about your body, or looking at it in an inappropriate way. Even hand groping, brushing up against you is sexual assault, and that is classified as bullying. We live in such a technological world now, that bullying has entered cyberspace. Bullying can range from hate pages, posting inappropriate photos on the internet, sexting, and assassin scam emails threatening to kill you.

Bullying is also characterized by an individual or individuals, politicians and governments or countries who behave in a certain way to gain power over another person, or group or country. At its worst a bully country can say to another country: 'If you don't do what I say, I

will drop a bomb on you.' An individual can say: 'If you tell another person I will harm you or kill you.' Countries can be bullied so much that many innocent people die. An individual can be bullied so much they can resort to taking their lives.

Bullies steal power. Targets give their power up. Many bystanders collude, and pretend it's not happening. Bullying exists because too many of us sweep it under the carpet. Bullies maintain their power because we don't speak up. Bullies threaten if you tell someone I will hurt you. If you tell someone I will shame you. If you tell someone I will spread rumours and nobody will believe you. If you tell someone I will kill you.

That is their only power, the power of a threat. If we speak up about it, the bullies would become impotent. Lets speak up, out and aloud. It's an opportunity to be creative, and save the emotional well being of our peers. And in some cases we will be saving somebodies life. We live in a world where bullying has become, sadly, socially acceptable. 'Oh it's just part of life, part of growing up,' people bemoan, without even considering an end in sight. There can be an end to bullying if we are prepared to speak out and do something about it. It does not have to remain part of our lives. And there are healthier ways to help kids grow up. However, the reality is that all of us sometime in our lives would have either bullied, been bullied, been a bystander or all three of these things. No matter whether we have been a bully, a target or a bystander, we all need to be listened to and helped.

We all need to heal from bullying or conflict, whether we are the people who have been harmed, or if we are the people causing the harm.

**Bullying hurts people. Bullying scars people. Bullying destroys families. Bullying kills people. BULLYING MUST STOP.**

## *Statistics*

(Remember that a large percentage of bullying is unreported.)

One in ten children have bullied.

One in four children will be bullied.

Bullying occurs every 7 minutes on a school playground.

Bullying occurs once every 15 minutes in a class room.

Recent research in the UK 2010 suggests 18.9 million working days are lost each year as a direct result of bullying at work.

Work Place Bullying Institute in 2007 estimated that as many as 71.5 million Americans are affected by bullying in the workplace.

Young people are more likely to be cyber bullied

When it comes to cyber bullying, men are equally bullied as much as women

Death threats on the internet are on the increase. Be aware. They will tell you that they are an assassin, and will tell you that they will let you live if you pay them not to kill you.

Bullying in the home, is the most unreported type of bullying. Be aware it is the number one place for women to be assaulted.

# *Types of Bullying*

CONFLICT IS AN OPPORTUNITY FOR CHANGE – EMBRACE IT  
BULLYING IS AN OPPORTUNITY FOR PROBLEM SOLVING – SEIZE THE MOMENT  
AND SPEAK OUT

Verbal (name calling, teasing, shouting, threatening, gossip, slander, sexual harassment, general harassment etc.)

Non Verbal (pulling faces, mimicking someone, etc.)

Physical (hitting, throwing things at people, fighting, shoving, coercing, destroying or stealing belongings, unwanted sexual touching or being forced to touch someone inappropriately, etc.)

Emotional (manipulation, threatening, guilt tripping, emotional abuse)

Social (excluding others from a group, isolating an individual, scapegoating, mobbing, hazing, happy slapping, humiliating others with public gestures or graffiti intended to put others down.)

Cyber (creating hate pages, slandering, posting inappropriate material, sexting, texting.)

People can be bullied because of their gender, sexuality, race, culture, religion, body size, their accent, what they wear, how they speak, for having a different opinion, for simply being human.

# *AT WORK*

## *In the work place*

The work place can sadly become a breeding place for bullies. Sometimes they are promoted, sometimes they are moved to another department, and rarely are they fired. How does one report a bully? The same way that you would expect a young person to do. Tell someone. Tell your line manager, inform your union. Keep a record of all incidents. Record dates, and times of incident. Record names of witnesses. If you approach the bully always make sure you have a union member, supervisor or manager present.

Bullying has an impact on the whole working community. It doesn't just affect the person or persons who are being bullied. If you are too frightened to report it, suggest your work place brings someone into do professional development. This can be an effective way to open up a dialogue and not put an individual under the spot light. Let's be clear about what bullying looks like in the work place, to destroy the myth that bullying only happens among young people.

Bullying happens at work in Canada, in North America and sadly in the rest of the world.

CONFLICT IS AN OPPORTUNITY FOR CHANGE – EMBRACE IT

BULLYING IS AN OPPORTUNITY FOR PROBLEM SOLVING – SEIZE THE MOMENT  
AND SPEAK OUT

# *In the Work Place Examples*

CONFLICT IS AN OPPORTUNITY FOR CHANGE – EMBRACE IT  
BULLYING IS AN OPPORTUNITY FOR PROBLEM SOLVING – SEIZE THE MOMENT  
AND SPEAK OUT

- excluding or isolating someone socially
- intimidating a person
- sexual harassment (inappropriate comments, being looked at inappropriately)
- sexual assault (anything from being touched in unwanted places to being manipulated to touch in unwanted places, to forced blow jobs to forced penetration)
- spreading malicious rumours, gossip, or innuendo that is not true
- Sexting (sending inappropriate text messages)
- Cyber bullying (sending inappropriate messages or posting inappropriate images of somebody on the internet)
- undermining or deliberately impeding a person's work
- physically abusing or threatening abuse
- removing areas of responsibilities without cause
- constantly changing work guidelines
- establishing impossible deadlines that will set up the individual to fail
- withholding necessary information or purposefully giving the wrong information
- making jokes that are 'obviously offensive' by spoken word or e-mail
- snide remarks
- intruding on a person's privacy by pestering, spying
- stalking
- email stalking
- blocking applications for training, leave or promotion
- assigning unreasonable duties or workload which are unfavourable to one person (in a way that creates unnecessary pressure)
- racism, sexism, genderism
- homophobia
- under-work – creating a feeling of uselessness
- yelling or using profanity
- criticizing a person persistently or constantly
- belittling a person's opinions
- unwarranted (or undeserved) punishment
- tampering with a person's personal belongings or work equipment
- Leaving inappropriate notes around to undermine

What employers can do to combat bullying in the work place.

Contact me for a consultation– [bullydoctor@gmail.com](mailto:bullydoctor@gmail.com)

## *In the School*

CONFLICT IS AN OPPORTUNITY FOR CHANGE – EMBRACE IT  
BULLYING IS AN OPPORTUNITY FOR PROBLEM SOLVING – SEIZE THE MOMENT  
AND SPEAK OUT

Where do children learn to bully? Sometimes from their siblings, their parents, other family members or adults and sadly sometimes from their teachers. They hear negative opinions about first nations communities, immigrants, refugees, black and brown people. They listen to adults and their peers put down people who are homosexual, lesbian, queer and transgendered. They watch adults and their peers laugh at people who are over weight, who have a disability, and or are poor. Children bring what they learn onto the school play ground, and into the classroom. Bullying can be so intense that many young people have taken their lives and other have been mentally and emotionally hurt. Our children every day are learning to bully in Canadian Schools. Bullying in Canada is as prevalent as in the USA.

***THESE ARE UNNECESSARY DEATHS – STOP BULLYING NOW  
BULLYING CREATES OUR NEW POLITICIANS, LEADERS, TEACHERS, PARENTS,  
ADULTS IN THE COMMUNITY – STOP BULLYING NOW***

## *School Examples*

CONFLICT IS AN OPPORTUNITY FOR CHANGE – EMBRACE IT  
BULLYING IS AN OPPORTUNITY FOR PROBLEM SOLVING – SEIZE THE MOMENT  
AND SPEAK OUT

This is what young people say about bullying in Canada. 'There is cyber bullying, verbal bullying, emotional bullying, physical bullying, social bullying and it all hurts.'

People talk behind there backs  
say stuff that's not true  
teasing  
name calling  
gossiping, rumours  
hazing  
happy slapping  
ganging up on someone  
throwing pennies  
pushing, kicking, punching, spitting  
isolating someone, scapegoating  
throwing  
stop people playing with them  
hog the ball  
forcing you to say bad words to teachers if you they don't will hit you  
make fun of people on chalk boards  
making fun or people  
head lock  
i'm going to tell everyone you can't read  
mamma jokes  
big kids tripped you up for no reason – big kids don't share with you  
gay jokes  
stealing  
play fighting

**things people say**

let's fight  
you're not invited u suck  
you should kill yourself  
you hoe  
you're so gay  
the b word  
she's so whiney  
she thinks so cool  
you're so dirty  
you can't play with me  
I don't like you  
bad words  
ha ha you look like you wet your pants  
stupid

oh I hate you  
you're not smart  
parents are poor  
make fun of you

## RACISM

talk about your family  
colour jokes  
slave jokes  
terrorist  
you can't play with us coz your brown  
your in a different team coz your brown  
call you pooh because we are brown  
to chinese people – you look so cheesy  
exclude you because we're a different colour  
causes fights  
black jokes  
Muslin jokes  
you look as black as coal  
you're so black I can't see you in the dark  
we don't play with people who are black  
you're blik  
you brown people have to play with each other  
why you talk like that – are you british – and they know you're not. They know you are  
from Asia or Africa or somewhere else  
i'm told black people not invited to this country  
people pull their eyes and makes fun of Asian people  
pull faces  
you're yellow  
you're asian you're eyes so small you can't see anything  
if you touch them – say don't touch me

## SIZEISM

I'm older than you  
gang up small ones  
i'm in charge  
lots of little kids bullied  
you shouldn't eat in a cafeteria – your too big  
why you so fat  
you're so fat you must be jolly  
fatty

**One to many child has died from bullying. We must protect our children. We must notice what is going on in their lives. We must prevent unnecessary deaths. I for one do not want to read in the newspaper again that a young person has taken their life because of bullying.**

Contact me for a consultation [bullydoctor@gmail.com](mailto:bullydoctor@gmail.com)



# *Emergency HELP*

Bullying Canada: [www.bullyingcanada.ca](http://www.bullyingcanada.ca)

Looking To Speak With Bullying Canada? Give them A Call Toll-Free: 1-877-352-4497

<http://bullyingcanada.ca/video-library/>

Anti Bulling Programs: [www.antibullyingprograms.org](http://www.antibullyingprograms.org)

or call (908)272-0631

We have a web site at <http://www.nobullyforme.org> and a forum/board for people with updated articles and health info at <http://p066.ezboard.com/bnobullyforme>

[www.teensuicideprevention.org](http://www.teensuicideprevention.org)

Crisis Help Line 24 hours (for both adults and young people) 1800 784 2433

[UK National Workplace Bullying Advice website](#)

**If all else fails call – 911**