

HOW TO HELP

You're a "bystander" if you watch the bullying, but don't take part in it. In fact, you are exactly the audience that the bully wants. But you can help stop the bullying.

Here are some tips:

- ~ Recognize bullying -- It's not just physical. It can be social and verbal as well.
- ~ Walk away -- By standing around and watching you encourage the bully. Walk away and go get help.
- ~ Encourage bystanders to get involved as a group -- band together and walk away.
- ~ Speak up -- tell the bully that s/he is wrong and that you won't get involved in any bullying.
- ~ Help the victim -- put yourself in her/his shoes and think about how you would like to be helped if it were happening to you.
- ~ Don't join in and let yourself be persuaded to treat others badly. Bullies will often try to get others to join in.
- ~ Be a friend to the person being bullied. Encourage her/him to tell someone who can help.
- ~ Believe the person being bullied and what s/he says. Listen and support.
- ~ Find help. If you're standing around watching, you're part of the problem, not the solution. Know that bystanders who do not help will also be held accountable at Brock.

ONLINE RESOURCES

www.bullying.org

www.bullyonline.org

www.nobullyforme.ca

www.mobbing.ca

www.bullybusters.org

www.bullyinginstitute.org

To learn more about how you can help to create a respectful work and learning environment, you are encouraged to stop by the Office of Human Rights and Equity Services at DeCew Residence 221.



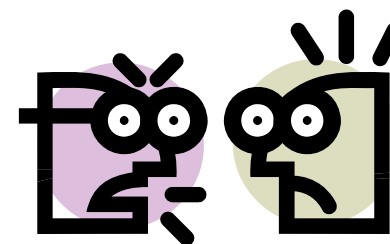
Office of Human Rights and Equity
Services

DeCew Residence, Room 221
St. Catharines Campus
www.brocku.ca/humanrights
(905) 688-5550 ext. 5657
humanrights@brocku.ca



OFFICE OF HUMAN RIGHTS AND EQUITY SERVICES

Promoting a respectful work and
learning environment at Brock
University.



BULLIES ON CAMPUS

A RESPECTFUL ENVIRONMENT

Brock University seeks to promote a **respectful work and learning environment**, which celebrates diversity and inclusiveness and is free of discrimination, harassment and bullying. We seek to provide all students with a campus that is healthy and safe, and which supports their academic success. The presence of bullies, academic or otherwise, compromises this environment. The University will not condone any type of bullying behaviour, and considers it to be in violation of the Respectful Work and Learning Environment Policy.

WHAT IS BULLYING?

Bullying is conscious, willful, deliberate, hostile and/or repeated behaviour by one or more people, which is intended to harm others. Bullying takes many forms, and can include many different behaviours, such as:

- physical violence and attacks
- verbal taunts, name calling and put-downs
- threats and intimidation
- extortion or stealing of money and possessions
- exclusion from the peer group

Bullying is the assertion of power through aggression. Its forms change with age: school playground bullying, sexual harassment, gang attacks, date violence, assault, marital violence, child abuse, workplace harassment and elder abuse (Pepler and Craig, 1997).

Bullying is often present behind forms of harassment, discrimination, prejudice, abuse, conflict and violence. When the bullying has a focus (e.g. race or gender) it is expressed as racial prejudice or harassment, sexual discrimination and harassment, and so on.

EXAMPLES OF BULLYING

- ~ physically abusive or aggressive behaviour such as pushing, hitting, finger pointing or standing close to an individual in an aggressive manner
- ~ verbally abusive behaviour such as yelling, insults, threats and name calling
- ~ intentional ostracism or exclusion
- ~ behaviour or comments that belittle, degrade, demean, ridicule, patronize, or disparage someone
- ~ making someone the target of pranks, practical jokes, offensive language, negative personal remarks, or inappropriate bad language
- ~ taunting and teasing where the intention is to embarrass and humiliate
- ~ spreading malicious rumours or lies
- ~ messages, including voice mail, electronic mail, online chats, and comments posted on websites, that are threatening, degrading or defamatory
- ~ plagiarizing, stealing or copying work and presenting it as your own

*Being the target of a bully can be very isolating
~ speak out to someone you trust and get support!*

FACTS ABOUT BULLYING

- ~ 85% of bullying episodes occur in the context of a peer group. (Atlas and Pepler, 1997, Craig and Pepler, 1997)
- ~ 83% of students indicate that watching bullying makes them feel uncomfortable. (Pepler et al., 1997)
- ~ Targets of bullying often report low self-esteem, likely because of repeated exposure to victimization. (Besag, 1989)

~ Bullies are generally aggressive towards their peers, teachers, parents, siblings, and others. (Olweus, 1991)

~ Cyberbullying is increasing in frequency. 25% of young Canadian Internet users say that someone has sent them messages that have said hateful things about others (Source: Young Canadians in a Wired World – Mnet Survey, 2001)

(Additional Sources: see website list on back of pamphlet)

THE COSTS...

Bullying costs all of us – targets of bullies can suffer physically, emotionally and academically. The presence of bullying in a classroom setting inhibits free expression and learning. Bullying in residence or an off campus living situation creates a toxic and unsafe environment for everyone. Even a bully can suffer when their actions lead to exclusion by others who don't appreciate the behaviour and don't want to be targeted. Bullying others at Brock University is unacceptable and can also lead to disciplinary sanctions.

WHO CAN HELP?

Resources and departments **on campus** that can assist:

- Office of Human Rights and Equity Services, ext. 5657
- Campus Security, ext. 3200
- Residence Life Staff
- Residence Life Coordinators
- Off Campus Housing Office, ext. 3721
- Student Ombudsperson, ext. 4195
- Personal Counselling, ext. 4750