



# Crime Prevention Week

November 1-7, 2011

**Prepare – Prevent – Protect**

## Bullying

Day 1: November 1, 2011

Bullying can be defined as intentional and repeated harmful acts that occur in a relationship in which an imbalance of power exists. Bullying can be divided into different categories, the most common ones are:

- Physical bullying, which includes physical violence, threats with weapons, and damaging or stealing the victim's property.
- Verbal bullying, which includes teasing, name calling, coercion, and threats.
- Relational, or social bullying, which includes the humiliation of the victim, setting up the victim for failure, spreading rumours, and deliberately excluding and isolating the victim.
- Cyberbullying, which is bullying using technology.
- Workplace bullying, which is bullying at work, mainly perpetrated by those in authority.

### Bullying can take place:

- At school, where there is a high likelihood that a bully can find a potential target.
- On the way to and from, especially if the victim takes the same route every day or if he or she shares a bus with a bully.
- At home. This can be done by cyberbullies, bullies who live nearby or even by family members.
- At work.
- Just about anywhere. Due to the emergence of cyberbullying and the high rate of usage of mobile technology among youth, bullies can now target victims without regard for physical distance.

### Web resources:

[www.stopbullyingnow.hrsa.gov](http://www.stopbullyingnow.hrsa.gov)  
[www.bullyfreealberta.ca](http://www.bullyfreealberta.ca)  
[www.pacerteensagainstbullying.org](http://www.pacerteensagainstbullying.org)  
[www.bullying.org](http://www.bullying.org)  
[www.bullyingcanada.ca](http://www.bullyingcanada.ca)  
[www.sacsc.ca](http://www.sacsc.ca)  
[www.kidshelpphone.ca](http://www.kidshelpphone.ca)

### The following can result from bullying:

- Victims may choose not to associate with anyone and isolate themselves from the rest of their school.
- There may be retaliation by the victim, leading to more violence or more bullying. This could in turn lead to an escalation by the original bully.
  - In extreme cases, bullying can result in the victim committing suicide. This has gotten to the point where a new term, bullycide, is now being used to describe these cases.
  - The victim may experience depression or symptoms of depression such as sadness, loss of sleep, loss of appetite, or feelings of hopelessness.
  - Victims of bullying have often experience a drop in self-esteem and self-confidence as a result of their experiences.
  - Victims can experience drops in school performance as a result of bullying. They may also be afraid of going to school, and become physically ill whenever they are about to go to school.

### Workplace Bullying

*Workplace bullying is a serious problem that can have financial consequences for employers and can cause serious psychological and physical pain for victims.*

Here are some steps that employers can take to help prevent workplace bullying:

- Create clear guidelines that outline what the business considers to be inappropriate behaviour, as well as how inappropriate behaviour can be reported.
- Make it clear to all employees that conduct that is considered inappropriate will not be tolerated, even if it is a joke, and even if it is a supervisor or manager that is acting inappropriately.
- Ensure that employees are informed of possible consequences of behaving inappropriately.
- Make it clear to all employees that a person reporting inappropriate conduct will not face reprisal unless reports are made with malicious intent.
- Encourage employees to report any incidents that occur before they become patterns of bullying.
- Have a plan to inform all future employees of the new conduct guidelines upon joining.
- Train every person in a supervisory position on how to handle complaints, including issues of confidentiality.