() | H | A () |BULLYING





BULLYING IS NOT SIMPLY ONE PERSON BEING MEAN OR AGGRESSIVE TO ANOTHER.



Bullying happens when there is a power imbalance between two people or groups of people.



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Power imbalance can come in the form of popularity or social status, money, gender, sexuality, level of authority, majority racial or religious status, size, or ability level.



Bullying is participating in any actions that cause someone at the bottom of a power imbalance to feel afraid, isolated, unsafe, or intimidated

Bullying is not

always direct and

often happens in

the form of shunning

or blocking someone's

access to participate.



BULLYING IS OFTEN
PRACTICED IN WAYS
THAT ARE LEGAL AND
DO NOT BREAK SCHOOL
OR WORKPLACE RULES.

VICTIMS

OF BULLYING OFTEN

HAVE TROUBLE

GETTING HELP BECAUSE THOSE

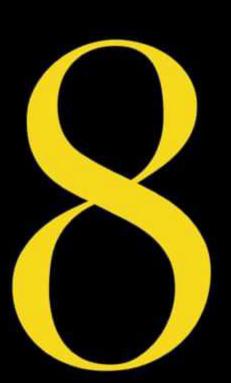
IN AUTHORITY ARE

COMPLICIT OR

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ARE EVEN ACTIVE PARTICIPANTS.





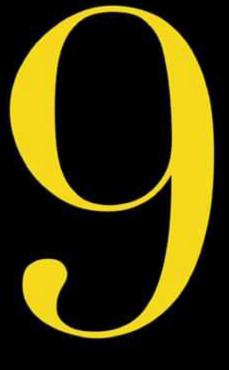
WITH TEENS AND ADULTS, BULLYING OFTEN HAPPENS WHEN PEOPLE SPREAD FALSE INFORMATION ABOUT

THE VICTIM— OR INFORMATION THAT IS TRUE BUT LACKS CONTEXT.

FOR EXAMPLE, A VICTIM MAY SAY OR DO SOMETHING IN RESPONSE TO BEING HARASSED OR ATTACKED. THE BULLIES LATER USE THAT REACTION TO MAKE THE VICTIM SEEM LIKE THE BULLY.







Bullies often don't realize they are participating in bullying. They often place trust in people with the highest social status and assume allegations against a victim are true without fact-checking. This is still bullying.





Many people
participate
in bullying in order
to avoid becoming

victims themselves.

This is still bullying.



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Is this bullying checklist:

- Did you fact-check the rumors you passed along?
- 2. Did you punish or exclude someone more harshly for a mistake than you would have if it were a friend?
- 3. Did you restrict someone from participating or getting credit for their good work for any reason while looking the other way when others were guilty of the same?



Is this bullying checklist:

- 4. Does the person have fewer friends or friends with less social influence in that specific situation?
- 5. Did you avoid the person, ignore them, or exclude them from access to activities because they are a target?
- 6. Did you cover for someone who was lying or exaggerating when they were confronted?
 - 7. Is the person at a disadvantage because they are honest and transparent?