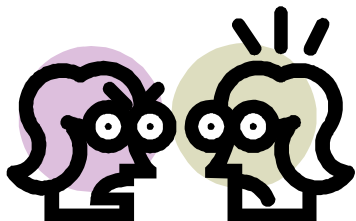


What is bullying?



“Bullying is a conscious, willful, and deliberate hostile activity intended to harm, induce fear through the threat of further aggression, and create terror.”

- Barbara Coloroso, *The Bully, the Bullied and the Bystander*

Four Markers of Bullying

- Imbalance of power
- Intent to harm
- Threat of further aggression

When bullying escalates unabated, a fourth element is added:

- Terror

Types of Bullying

- Verbal - 70%
- Physical - < 30%
- Relational - the most difficult to detect

Anyone can be targeted at any time for any reason. The one thing that all targets have in common is that someone decided to target them.

The aggressor gains power when those who witness the aggression are afraid to intervene.

Relational Aggression (RA)

Behavior that is intended to hurt someone by harming their relationships with others.

Relationally Aggressive Behaviors*

Covert	Overt
<ul style="list-style-type: none"> • Looks (eye rolling, narrow eyes) • Campaigns (conspiring against another girl) • Turning your back on a girl to exclude her • Whispering behind your hand so another girl can see • Gossip or spreading rumors • Sharing secrets you were asked to keep private • Shifting loyalties (being friends one day, but not the next) • Setting someone up online or on the cell phone (getting one girl to reveal things about another girl in writing, then sharing the message) • Making plans and not including one girl as punishment or exclusion • Pressuring a girl to do something she doesn't want to do ("I won't be your friend if you hang around with her.") 	<ul style="list-style-type: none"> • Bumping into another girl or elbowing her • Passing notes about another girl • Posting comments about another girl on a web site • Intimidating a girl to her face ("If you don't stop flirting with my boyfriend, I'm going to beat you up.") • Calling someone names ("Slut," "Whore," "Bitch.") • Gestures (Imitating the way another girl walks or talks to make fun of her) • Making fun of another girl in front of a crowd of people so she will be humiliated • "Take Backs" (Saying something really mean to a girl and then pretending you were "just kidding.")

* Cheryl Dellasega, Ph.D., *Camping Magazine*, Mar/Apr 2005.

HOW TO HELP

When you witness or learn of bullying:



Stop the harassment now! Stand between the aggressor(s) and the target(s), preferably blocking eye contact between them. Keep all the girls present – including witnesses. Don't immediately try to sort out the facts.

Name the unacceptable behavior and refer to the Girl Scout Promise and Law. Use a matter-of-fact tone of voice to state what behaviors you saw/heard. Let the girls know that bullying is unacceptable and against camp or troop rules (e.g., "Calling someone names is bullying and is against our camp Code of Conduct").

Include witnesses in the conversation. Let them know that you noticed their inaction. Teach them how to be more active next time (e.g. "Maybe you weren't sure what to do. Next time, please tell the person to stop or get an adult to help if you feel you can't work together to handle the situation"). Tell witnesses who did act that you are pleased with the way they tried to help - even if they weren't successful.

Do not make aggressors and targets meet and "work things out." Unlike conflicts, bullying is peer abuse and involves a power imbalance, which means this strategy will not work. You should not more expect the aggressor and target to "work things out" as you would in any other abuse situation.

Support the targeted child. Allow her to regain control. Keep her safe from retaliation. Make a point to see the girl later in private if she is upset, but don't ask what happened at the time of the incident. Let her know that the bullying is not her fault, that you believe her and that she is not alone in this. Increase supervision to ensure that the bullying is not repeated and does not escalate.

Follow up with the "3 R's." Do not require the girls to apologize or make amends during the heat of the moment (everyone should have time to cool off). All consequences should be logical and connected to the offense. Remember the "3 R's":

- Restitution: make it right (e.g. stop the rumor, replace the broken item, etc.).
- Reconciliation: brainstorm with the aggressor how to make amends in a way that would be meaningful for the child who was bullied.
- Restoration: make things better (e.g. service project and commitment to change future behavior).

Adapted from Barbara Coloroso and Stop Bullying Now

