

Module 1: Bullying

[FN(Facilitator note): Be aware that some of the issues covered in this workshop may bring up strong feelings for residents. Please create a plan to best support them.]

Slide 1: Staying Safe

- Hi, as you know I'm NAME. I am presenting part one of a five part series about Staying Safe from Abuse. Our goal is to make FACILITY a safe space for everybody. Today the topic is: bullying.

Slide 2: Community Agreements

- What we are going to talk about might be sensitive for some of you and could bring up uncomfortable memories or feelings. Whenever we get together in a group, it's important to agree on some rules ahead of time, so that we all know what to expect from others and what's expected from each of us. We are going to start by going over a set of community agreements.
 - **Respect:** You will hear ideas that may be different or new to you, and opinions with which you may disagree. As you participate and interact, try to take in new information without judgment and to keep an open mind. Make sure that your words and body language reflect a respectful attitude toward others. Learn by listening to others.
 - **I statements:** Speak from your own personal experiences and try not to judge the experiences of others. Use I-statements such as "I feel..." or "In my experience..." Avoid saying things like "You should" or "You all think that ..." or other statements that might sound like you're blaming someone or telling them how to feel or think.
 - **Ask Questions:** Much of the information that we will cover will be new to many of you. Feel free to ask any questions that come up for you—either during the activity or privately afterwards—without fear that they are too "silly." Make sure to phrase all questions in respectful and nonjudgmental ways.
 - **Confidentiality:** Please make sure that everything said in the room stays in the room. When sharing personal stories, make sure to avoid using the names of other people. *[Facilitator note: mention mandated reporting limitations specific to your facility]*
 - **Step Up/Step Back:** if you have been speaking a lot, step back and allow others to share the floor. Learn by listening to others. If you haven't been talking at all, challenge yourself and share.
 - **One Mic, One Person:** Just one person speaks at a time. No side talk.
 - **Remember to take care of yourself:** If something becomes too overwhelming, feel free to *[Facilitator note: insert support plan here]*.

- **Reporting:** If you would like to report something that happened to you or someone else, please *[Facilitator note: insert support plan here]*.
- **Ask:** Does anybody have any questions? Now we're going to get started with some definitions.

Slide 3: Zero Tolerance

- Zero tolerance means: FACILITY does not tolerate any behavior that makes a resident feel unsafe here.
- Anyone who reports abuse will be protected
- Anyone who is abusive will be held accountable

Slide 4: Vocabulary

- **Read definitions and ask for examples.**
 - **Discrimination** is different or unfair treatment of a person or group because they belong to a particular category.
 - **Prejudice** is an unfair dislike for a person or group of people based on race, sex, religion, or some other category to which they belong.
 - A **stereotype** is an idea or belief about someone that is based on an assumption about a whole category of people. Stereotypes are something that may be true of some people within a group some of the time, but is unfairly applied to a whole group. Some stereotypes seem positive or neutral on the surface, but they can be hurtful because they can paint every person in the whole group as being the same and set up false expectations. Stereotypes are hurtful because they can make us think we cannot do things we might be able to do and ignore what others are capable of doing. They also make us believe that we know things about people based on assumptions about them, rather than our actual experiences or conversations with them.
 - **For example:** There are the stereotypes that say Asian people are good at math and Black people are good at sports. If students took the stereotypes to heart, Black students might be discouraged from becoming math teachers even if they love math. An Asian student who loves basketball, might be discouraged from trying out for the varsity basketball team.
 - **Bullying** (Explain that we will talk about it in detail later)
 - A **target** is the person being bullied.

Slide 5: What is Bullying?

- **Ask:** What is bullying? Use their responses and guide them to the definition: repeated and unwanted behavior intended to cause fear or harm, directed against someone with less power. Bullying can include actions, comments, or threats.
- **Ask:** Can you give me a couple real life examples? (Solicit examples re: race, gender, etc.)
 - Thank you for this great list of examples. We can see that bullies target people for many different reasons: race, skin color, national origin, language, gender, sexual orientation, body, disability, and class. There are six types of abuse bullies use. Let's see if we can identify them here.

Slide 6: Types of Bullying

- **Ask:** What are the different types of bullying?
- **Say: The six different types are: physical, verbal, relational, cyber, sexual, and prejudicial. Now give me examples and stories.**
- Did you notice that most people talked about physical bullying? Physical bullying is the one that gets the most attention and is sometimes the only one youth and adults take seriously.
 - If they don't understand or give examples explain the following:
 - **Relational bullying** -is when a person uses their position or status in a group to spread rumors, tell secrets, and reject or exclude someone
 - **Cyber bullying** is when a person uses technology such as Facebook, Instagram, Twitter, emails, chat rooms and text messaging to spread rumors or post hurtful messages or images about someone.
 - **Sexual bullying** is when a person uses sexual comments, name-calling or touching to target someone. We will go into much more detail about this in our workshop #3, also known as **Sexual Harassment**
 - **Prejudicial bullying** is when a person targets others who are different from them and singles them out because of race, skin color, national origin, language, gender, sexual orientation, body, disability, or class.
- Many times physical bullying gets more attention than other types of bullying, but it doesn't mean that the other types aren't as hurtful or serious.
- I'm going to say a phrase, "sticks and stones may break my bones, but _____." What do you think about this? Do you think it is true or not true? Why?
- Many times harsh words stick with us much longer than physical injuries.

- All forms of bullying are hurtful and harmful. Here at FACILITY, we take all forms of bullying seriously.

Slide 7: Pair & Share

- (Split the group into pairs, designate a partner A and a partner B, and sit them across from each other. For this exercise, there will be two prompts, both will have two minutes to share per prompt. The agreement is for Partner A to share first and Partner B to just listen. When you call time, they will switch.)
 - Please follow the directions: I will read a prompt. Partner A will share first and Partner B to just listen. Then you will switch when I call time
 - Say: Talk about an instance when someone you know was bullied. What was happening? How did the people involved act or feel? What type of bullying was it? You have two minutes to share A. Switch. You have two minutes to share B. (4 minutes)
 - Say: Now talk about an instance when someone you know bullied another person. What was happening? How did the people involved act or feel? What type of bullying was it? You have two minutes to share A. Switch. You have two minutes to share B. (4 minutes)
- When they have completed the exercise share: Without words Partner A, tell Partner B that everything they shared with you stays between the two of you, now thank them for sharing and listening. Now please switch. (2 minutes)
- **After they have completed the task ask:** How was that experience? Did you learn anything new? Did anyone have any trouble finding something to talk about?
- Many times when we are bullied, we feel alone. We might also feel ashamed or embarrassed. But this exercise shows us that pretty much everyone knows someone who has experienced bullying and has bullied someone at some point in their lives. And when we talk about it, we might not feel so alone.

Slide 8: Your Safety is Your Priority

- I just want to reiterate five points. No one deserves to be bullied. You have the right to be respected. It is not your fault if someone is picking on you. It is important to think about your safety. It is important to get help so the bullying will stop.

Slide 9: Benefits of Reporting

- I'm going to say a phrase and you fill in the blank, "Snitches get_____." Many people are afraid to report something even when they know it is wrong because they are afraid they will be called snitch.
- Unfortunately, bullying usually gets worse before it gets better.
- Many times, the bully threatens you, to try to get you not to report. They know that if an adult knows what they are doing, it will reduce their power and control over you if an adult knows of what is happening.
- Everyone has experienced some kind of bullying and no one here shared that it was a positive or pleasant experience.
- When you report, you protect yourself, you stop it from getting worse, you prevent the bully from hurting other people, you protect others from getting hurt by the bully and you make the facility safer for your community.
- While you are here, you're part of a community. You each have the power to stop bullying. We'll talk in depth about stopping bullying in a later workshop.

Slide 10: How to Get Help

- Keep in mind that you have many resources in your corner and you can get help. The people who care about you being healthy and happy, including the staff here, will be willing to help you. Remember, though, that if staff or other adults do something that is against the rules or just doesn't seem like part of their job and they violate your boundaries, it is important to tell a different adult.
- You can file a grievance.
- Tell **any** staff at the facility: staff, nurses, counselors, probation officers, chaplains, volunteers. If you feel uncomfortable saying it in person, you can start off by writing a note and passing it to one of them.
- If you do not feel comfortable talking to a staff or your clinician, think about who else you can go to for support. Is there a family member, friend, or someone else in your life who you trust?
- Sometimes it is easier to talk about something with someone you do not know personally, but who is an expert on the issue. You have the right to get emotional support by contacting your local *[FN: Insert name and contact information of outside referral organization here]*
- *[FN: Insert any other ways to get help here ie call hotline or put note in dropbox]*

- Many of us are good at supporting friends. We encourage friends to take care of themselves and to speak up for themselves. Asking for help when you need it is really about being as good a friend to yourself as you are to other people.

Slide 11: What if I'm not ready to tell...

- We understand that reporting can be a difficult decision and that not everyone is ready to report.
- That is okay.
- You can still get the medical or emotional help you need, even if you're not ready to report who has been bullying you.