



# Professional Practice Support

## BULLYING AND HARASSMENT SURVEY

### What is Bullying?

Bullying is when someone, or a group of people, have power over you and deliberately upset or hurt you, damage your property, reputation or social acceptance on more than once.

There are four main types of bullying:

**Verbal** may include:

- name calling and put downs
- spreading rumours
- negative references to a person's appearance or personality
- unwanted verbal comments
- threatening remarks or noises
- negative comments about a person's private life
- negative comments about a person's family structure or situation
- negative comments about a person's hobbies and/or interests
- unwelcome comments via implication, insinuation, inference or innuendo

**Physical** may include:

- threatening behaviour
- unfair exclusion
- fighting and wrestling
- using dangerous weapons
- spitting
- pulling and damaging clothing
- throwing objects, including water
- unwanted touching
- damaging or interfering with others' property
- deliberately blocking access to or exit from an area
- intimidation by deliberately invading the personal space of another

**Sexual** can be divided into three categories:

**Subtle sexual harassment** is the most common. It may include:

- offensive jokes, questions, name calling or suggestive comments about a person's private life, mannerisms, sexual morality, sexual preferences or appearance
- unwanted, persistent 'come-ons' or invitations
- unwanted physical contact (such as purposely brushing against another's body)
- unwanted attention (such as looking up dresses, "dacking", lifting dresses and "wedgies")
- ogling, whistling, offensive staring or leering
- belittling comments based on sex - role stereotyping
- Note: sexual harassment does not refer to occasional compliments or courtesies

**Explicit sexual harassment** may include:

- sexual gestures which cause embarrassment, discomfort or offence
- verbal, written or illustrative material which causes embarrassment, discomfort or offence
- deliberate, unwelcome physical contact (such as patting, pinching, fondling, embracing, touching)
- demanding or offering sexual favours or rewards
- repeated requests to go out with someone, especially after genuine prior refusal.

**Criminal sexual harassment** may include:

- indecent exposure
- sexual assault, attempted or actual rape
- sending obscene letters, emails, texts, posting obscene images of a person on a social networking site or making obscene phone calls
- **Criminal harassment must be reported to the police immediately.**

**Racial** may include:

- racist comments or jokes
- negative references to a person's appearance, cultural values, beliefs, language, country of origin
- negative judgement of a person according to their appearance, cultural values, beliefs, language, country of origin



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Bullying and Harassment occur in a number of ways, including verbal, physical or written including by computer, email, mobile phone or the Internet.

## But it is important to realise what bullying is not.

Many distressing behaviours are not bullying, even though they are **unpleasant** and often require parent and teacher intervention and management. There are three socially unpleasant situations that are often confused with bullying.

### Mutual conflict

In mutual conflict situations, there is an **argument** or disagreement between students but not a power play. Both parties are upset and usually both want a resolution to the problem. However, unresolved mutual conflict sometimes develops into a bullying situation with one person becoming targeted repeatedly for 'retaliation' in a one-sided way.

### Social rejection or dislike

Social rejection is directed towards someone and involves deliberate and repeated attempts to exclude or create dislike by others, it is not bullying.

### Once only events

Single events of **nastiness** or physical aggression are not the same as bullying. If a student is verbally abused or pushed on one occasion they are not being bullied. Nastiness or physical aggression that is directed towards many different students is not the same as bullying.

## Let's Do Something About Bullying

**This is a confidential survey to help identify bullies in our school and stop them hurting other students. Bullying is a deliberate behaviour to hurt, threaten or frighten others.**

- Some people bully because they enjoy making others feel bad; they must be stopped!
- Some people allow themselves to be bullied so they can stay in the group. Maybe because they don't know how to stop it or they are afraid the bullying will get worse if they report it; they must be helped.
- Some people bully you by not allowing you to learn and enjoy class by behaving badly and rudely; they must be stopped!

Much bullying behaviour is reported and dealt with. **But some goes unnoticed.**

This is your opportunity to report bullying that is not known about. Please be honest and speak up, because you can make a difference; please don't waste your time with false reports. We all need to be genuine about our desire to make our school a safe and comfortable place to be; let's do it together.

1	When was the last time you were bullied?	
2	Did you report it? If not, why not? Yes <input type="radio"/> No <input type="radio"/>	
3	Please write the names of students <b>who are being bullied</b> and who you think may not have reported it.	
4	Please write the names of <b>people who are bullying others</b> and getting away with it. It would be helpful if you say also what sort of bullying they are doing.	
5	Name students who are making it difficult for your teachers to <b>teach</b> well and you to <b>learn</b> well in your classes.	