

# Harassment, Intimidation, & Bullying Intervention Guidance for School Teams

## What is bullying?

- Bullying is social aggression
- It is a pattern of interactions in which a student or students are being exposed, repeatedly and over time, to negative actions on the part of one or more students.
- Bullying exists when there is intentional harm-doing, where a negative action is repeated over time, and there is an imbalance of power.

## How does bullying differ from other forms of conflict?

### Other conflict:

- Friends, equals, peers
- Spontaneous, occasional
- Accidental, not planned
- No serious long lasting harm
- Equal emotional reaction
- Not about dominance
- Often a sense of remorse
- May try to solve the problem

### Bullying:

- Not friends
- Imbalance of power
- Repeated over time
- Physical or emotional harm
- Unequal emotional reaction
- Seeking control, possession
- No remorse
- No effort to solve problem