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NJ DOE Professional Development Provider #6555

### Professional Development Workshop BULLYING: PREVENTION & RESPONSE

- I. Initial Exercise
- II. The Basics
  - a. Definitions: What is Bullying?
    - i. Elements of Bullying, by Definition in New Jersey Anti-Bullying Law
    - ii. Bullying vs. “normal conflict”
    - iii. Exercise: Discussion Questions
    - iv. Bullying “Triangle”
    - v. Bias-based Bullying
      - 1. Legal Definition
      - 2. Terminology of Difference
      - 3. Nature of Stereotypes and Prejudice
      - 4. Visible vs. Invisible Minorities
    - vi. Other forms of bias-based bullying not covered as bias under the law
  - b. Recognizing Bullying: Different Types of Bullying
    - i. Direct vs. Indirect
    - ii. Physical vs. Verbal
    - iii. One-on-one vs. Group/Social
    - iv. Gender differences in bullying types and patterns
    - v. Age/Grade & Developmental differences
    - vi. Cyber Bullying
      - 1. Different types (email, IM, Blogs, web, Txt)
      - 2. Geographic jurisdiction v. cyberspace
      - 3. Cyber Safety
- III. Why Should We Care? The Consequences of Bullying
  - a. Bullying Statistics: How Serious is Bullying?
    - i. Prevalence of different bullying behaviors
    - ii. Prevalence of bias-based bullying by motivation
    - iii. Changes over time; is bullying increasing or decreasing?
  - b. Impact on Targets, Bullies and Bystanders
    - i. Effects on Students who are Bullied, including specific:
      - 1. Impact on girls
      - 2. Impact on LGBTI
      - 3. Impact on overweight youth

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- ii. Effects on Bullies; short and long term
- iii. Effects on Bystanders
- c. Impact on Schools
  - i. Learning Environment
  - ii. Substance use rates
  - iii. Risk of escalation, Retaliatory violence, Weapons carrying
  - iv. Legal consequences (civil lawsuit)

#### IV. What Can Be Done?

- a. Relevant Laws
  - i. Bias Intimidation Act (2C:16-1) (Criminal Law)
  - ii. Anti-bullying law (18A:37-13 *et seq.*) (Education Law)
  - iii. Law Against Discrimination (LAD, 10:5-14) (Civil Law)
  - iv. L. W. v. Toms River Regional (NJ Supreme Court, case law)
  - v. NJ Memorandum of Agreement between Education and Law Enforcement, Addendum 2.
- b. The Importance of Bystanders
  - i. Bystanders' role in permitting or discouraging bullying
  - ii. Reasons for non-intervention; bystander psychology
  - iii. Different kinds of bystanders
  - iv. Strategies for encouraging bystanders to be "upstanders"
  - v. Ways for bystanders to intervene while preserving own safety
- c. The Role of the School Resource Officer
  - i. "SRO Triad" (Enforcer, Educator, Counselor)
- d. Strategies for Preventing and Responding to Bullying
  - i. What works to reduce bullying? Research findings.
  - ii. Commonly used techniques that *do not work*.
  - iii. Characteristics of school-wide bullying prevention programs with demonstrated effectiveness.
  - iv. What works to reduce bias-based bullying?
  - v. Curricular resources
  - vi. Interventions at the Individual, Classroom, School, and Community Level.
  - vii. Examples of effective programs (Olweus, NJ CAP) and resources.