

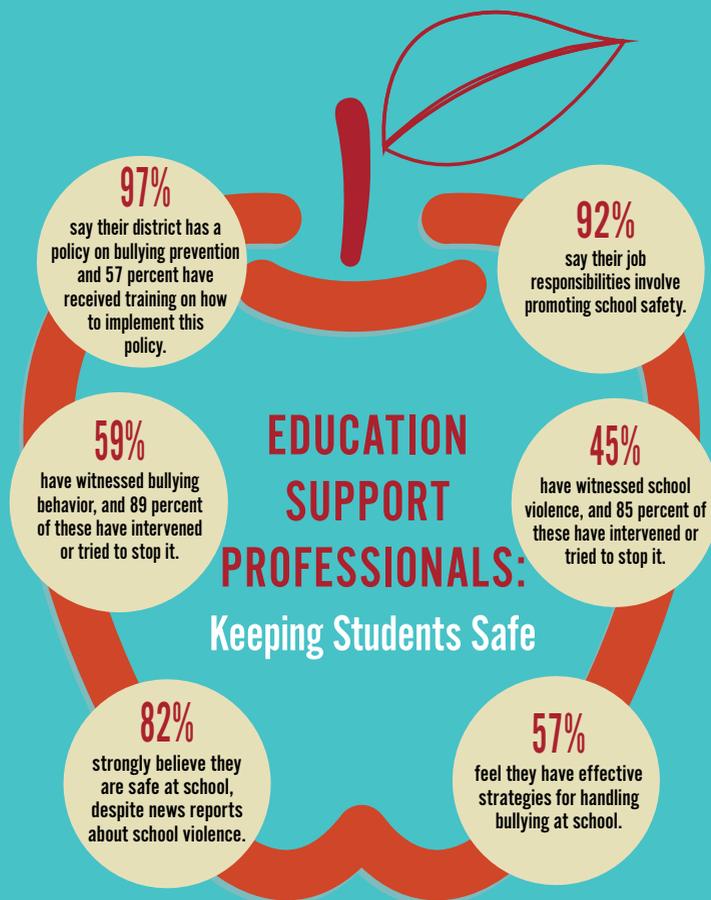
BULLYING PREVENTION GET THE FACTS
3 CHARACTERISTICS OF BULLYING:

- 1 The student who bullies picks on their target day after day.
- 2 The student who bullies selects a target that's smaller, younger or less socially able to cope.
- 3 The student who bullies enjoys seeing their target afraid and upset.

BULLYING PREVENTION WHAT TO DO

IDENTIFY – REFLECT	INTERVENE	ADVOCATE
Ensure what you have witnessed is in fact bullying behavior.	Know your rights, responsibilities, contract and policies. Be consistent. Make sure everyone is safe. Give a clear message: bullying is unacceptable . Support the bullied student.	Develop ESP-specific strategies to use during an incident. Ensure ESPs are included in your school's comprehensive bullying prevention plan. Encourage school climate surveys.

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Source: 2012 NEA K-12 ESP Membership Survey

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RESOURCES

BULLY FREE IT STARTS WITH ME
NEA's Bully Free: It Starts with Me
www.nea.org/home/neabullyfree.html

NEA ESP Website
www.nea.org/esp

NEA ESP Facebook Page
facebook.com/groups/NEAESP

NEA ESP Twitter
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IDENTIFY

EDUCATION SUPPORT PROFESSIONALS:

Meeting the Needs of the Whole Student



BULLYING: repeated aggressive acts intended to do harm that is characterized by a power or status difference between students.

Bullying includes not only physical aggression such as hitting or stealing, but also verbal and social aggression, such as threatening, name calling, spreading rumors and socially rejecting and isolating someone. Bullying can even occur through the use of modern technology, such as cyberbullying and sexting¹.



¹For additional information on cyberbullying and sexting visit www.nea.org/home/53359.htm.

EFFECTS

Bullies generally target people who appear different from their peers in some way. The negative emotional and academic effects of bullying can last well into adulthood. Its consequences can be devastating. Bullying causes feelings of helplessness, anger, frustration and depression, often leading to poor attendance, decreased academic performance and increased student dropout rates. Research indicates that 1 in 10 students drop out or change schools due to repeated bullying². There is also a strong link between bullying and suicide. Bullying negatively impacts the whole school community and causes severe mental, physical and emotional damage to all involved, including the bully.



² Osanloo, Azadeh. "Implications from UCEA Addressing Bullying in School." UCEA.org. Accessed February 10, 2014, <http://ucea.org/storage/implications/Bullying-Implications%20from%20UCEA%20July2012.pdf>.

EDUCATION SUPPORT PROFESSIONALS

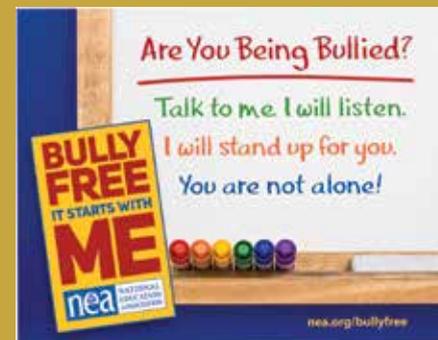
Education Support Professionals (ESPs) make up one-third of the education workforce. These educators work together with teachers, professors and administrators to meet the needs of the whole student, ensuring their success for school, citizenship and life. ESPs keep students healthy, safe, engaged, supported and challenged³. Support professionals are in a unique position to make a difference in bullying prevention because they are present in all parts of the school building and college campus. Their various careers fall into the following nine families in K-12 and Higher Education:

- ▶ Clerical Services
- ▶ Custodial and Maintenance Services
- ▶ Food Services
- ▶ Health and Student Services
- ▶ Paraeducators
- ▶ Security Services
- ▶ Skilled Trades
- ▶ Technical Services
- ▶ Transportation Services



Learn more at www.nea.org/espcareers

³ <http://www.wholechildeducation.org/resources/WholeChild-MakingTheCase.pdf>



The whole school must be involved in bullying prevention. Bullying occurs in and outside of the classroom. Bullying happens in bathrooms, hallways, school buses, outdoor common areas and the cafeteria. It also occurs in all areas of college and university campuses. These are areas where ESPs work and are present for students.

Even when the school day is done, bullying can continue behind the anonymity of modern technology, via the internet. Therefore, proper training of all education staff is critical. All school staff must be trained to know what bullying is, how to identify it, how to intervene safely and how to enforce their school's policies and rules. Only when the whole school is involved in bullying prevention, can it be successful. ESPs are dedicated and committed and understand that bullying prevention is a critical part of their roles and responsibilities as educators.

INTERVENE

- ✓ Learn about bullying. Know what you're looking for.
- ✓ Learn about your school's bullying policy and what supports exist for targets.
- ✓ When you see something, do something—be assertive and calm.
- ✓ Express strong disapproval of bullying and stop it when it occurs.
- ✓ Start with verbal warnings. Use the name of the student who is bullying.
- ✓ Label the behavior as bullying. Refer to your school's anti-bullying rules/policy.
- ✓ During an incident, stand between the student who is bullying and the target, blocking eye contact.
- ✓ Safeguard the target; ask: Are you alright?
- ✓ Address the student who is bullying and advise of or initiate consequences for the behavior.
- ✓ Address bystanders and advise how they might intervene next time; use the teachable moment.
- ✓ Do not argue with or try to convince the student who is bullying.
- ✓ Deal with all bullying incidents consistently, appropriate to the situation.
- ✓ Report incidents as required by your school's policy.
- ✓ Talk to other school staff about what you've witnessed so they are alert to possible retaliation.

Sources: U.S. Department of Education and U.S. Department of Health & Human Services.

ADVOCATE

- ✓ Let your voice be heard with a call to action. Organize your local and state Association members, as well as non-members and parents around bullying prevention. Ensure that they know that the most effective bullying prevention plans always include ESP participation.
- ✓ Speak up and help your school and district understand why your involvement is essential in the development of comprehensive bullying prevention plans.
- ✓ Get involved in bullying prevention. Map your campus. Take note of areas where bullying is most likely to occur. Communicate your findings with your colleagues and help develop a prevention strategy. Develop prevention strategies specific to each ESP career family in your school and create concrete strategies that address bullying behavior during an incident.
- ✓ Advocate for inclusion in school bullying training. Demonstrate why ESPs should be a part of bullying prevention training.

