

CONFLICT	RUDE	MEAN	BULLYING
Occasional	Occasional	Once or Twice	Is REPEATED
Not planned; in the heat of the moment	Spontaneous: unintentional	Intentional	Is planned and done on purpose
All parties are upset	Can cause hurt feelings; upset	Can hurt others deeply	The target of the bullying is upset
All parties want to work things out	Based in thoughtlessness, poor manners or narcissism	Based in anger; impulsive cruelty	The bully is trying to gain control over the target
All parties will accept responsibility	Rude person accepts responsibility	Behavior often regretted;	The bully blames the target
An effort is made by all parties to solve the problem			The target wants to stop the bully's behavior; the bully does not
Can be resolved through mediation	Social skill building could be of benefit	Needs to be addressed/ should NOT be ignored	CANNOT be resolved through mediation

Source: Jennifer Astles, DASA Newsletter, January 2014, TST BOCES

IS IT BULLYING?

NOT NICE

When someone says or does something unintentionally hurtful and they only do it once...
That is **Not Nice**

MEAN

When someone says or does something intentionally hurtful and they do it once...
That is **Mean**

BULLYING

When someone says or does something intentionally hurtful and they keep doing it, over a period of time, even when you tell them to stop or show them that you are upset...

That is **Bullying**



CONFLICT vs. BULLYING

NORMAL CONFLICT

- Equal power or are friends
- Accidental
- Not serious
- Equal emotional reaction
- Not seeking power or attention
- Remorse - takes responsibility
- Effort to solve the problem

BULLYING

- Imbalance of power
- Intentional
- Physical or emotional harm
- Unequal emotional reaction
- Seeking power, control or to gain popularity
- No remorse - blames target
- No effort to solve the problem