

UNACCEPTABLE BY ANY NAME

	Bullying	Peer Cruelty	Harassment	Sexual Harassment
Definition	A student is being bullied or victimized when he or she is exposed repeatedly over time to negative actions by one or more other students. Bullying usually includes threat or intimidation as a result of an imbalance of power between individuals.	Peer Cruelty is when students are mean to other students. Students may be equals in terms of peer relationships. Peer cruelty may be a single severe event or episodic. Bullying may be a form of peer cruelty, but not all peer cruelty is bullying.	To annoy or torment repeatedly and persistently. To wear out: exhaust. To impede by repeated attacks or raids.	Any unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. Harassment differs from flirting. Flirting may illicit feelings that are positive, complimentary, flattering, wanted and reciprocated.
Behaviors	Bullies may be physically stronger than classmates or may perceive personal power. They may have a need to dominate or subdue others. May be generally oppositional, aggressive, tough, hardened, show little empathy and hot tempered.	Peer cruelty may include teasing, name calling, ridicule, hitting, laughing at, making fun of, or exclusion. Students may be picked on, shoved, pushed, alone at recess and not included in peer related activities.	Harassment refers to a wide spectrum of offensive behavior. Refers to behavior intended to disturb or upset or threaten. Types of harassment include bullying, psychological ,racial, religious, sexual, stalking, mobbing or hazing.	Spreading rumors or pictures of sexually explicit behavior, sexual name calling, touching, grabbing, dirty jokes, body comments, pictures, threats, demands, insults, staring, graffiti, explicit language, nagging and bra-snapping.
Effects	Victims have difficulty defending themselves and may suffer bruises, injuries, cuts, scratches, torn or disordered clothing. They may be excluded from a peer group, have few friends and be anxious, insecure, unhappy, distressed or tearful.	Peer cruelty contributes to students feeling worthless, unhappy, depressed or angry. Students feel that something is wrong with them and they may begin to have feelings of hopelessness. Students may be absent a lot or ask to go to the sick room often.	Effects on the victim vary according to level of severity and type of harassment. Legal action may be taken as victims can suffer severe physical, emotional and mental consequences from harassment.	Victims of sexual harassment may experience shame, fear, humiliation, self-doubt, embarrassment, guilt, anger, pain, stress, withdrawal, isolation, confusion, hopelessness, powerlessness, and feelings of being dirty and degraded.
What Can We Do?	Establish effective intervention programs, provide support and protection for the victims. Communicate clear and consistent enforced behavior standards, closely supervise students, deal with misbehavior, notify parents.	Empower students to stand up for others, keep open communication with students. Listen and believe students when they report unkind acts or words.	Some types of harassment may be criminal in nature so proper authorities must be notified. Every effort must be made to stop the harassment. Document, monitor and notify proper authorities. Protect victims, consequences for perpetrators.	Educate students about sexual harassment and set forth clear expectations and consequences. Take sexual harassment seriously. Make every effort to stop the harassment. Take action, investigate, document. Notify proper authorities.

