

For “Gray Zone Behaviors”: The 9-Second Response

- Step 1: ALWAYS NOTICE. **MOST IMPORTANT**
- Step 2: “Separate, don’t mediate”
 - **Dismiss victim, talk to the bully alone**
- Step 3: Speak to the bully
- Step 4: Follow up with victim later IF NEEDED
- Step 5: If it **MIGHT** be bullying, **REPORT**