



BULLYING IS NO JOKE

Say **NO** to bullying

If you see others being bullied

Be part of the solution!

If you see bullying and think, "It's not happening to me, so it's not my problem," then YOU are part of the problem. Teens who are bystanders have more power than they realize to tell their peers when they're not doing the right thing. It's most effective for teens in the same social group to talk with a friend who is being mean to another student. When bullies learn their friends don't think that behavior is cool, they are likely to stop.

Be direct.

Walk up to the victim and ask, "Are you OK?" Let them know they are not alone and that others care. Be aware of safety - do not use violence.

Distract.

Change the subject or create a distraction, like "Mr. Smith needs to see you right now," or "Come on, we need to get to class."

Delegate.

If you would feel awkward stepping in and confronting a bully, or you fear making a scene, find someone else to help, such as a trusted adult.

Be a role model. Respect others' differences and be kind.

Show others that you stand up to bullying and that bullying is not okay. Ask others to join you in your stand against bullying.

Don't participate.

If you hear a rumor, no matter who started it or whom it's about, don't pass it on. Just don't talk about it. If you're drawn in a conversation about it, remind your friends that it is a rumor and that most rumors turn out to be false.

KNOW what to do

Always report bullying. Reporting will make our school safer!

Remember, if it's not reported, it can't be addressed.

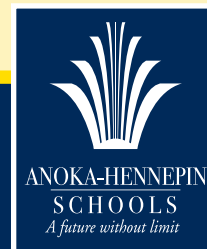
If you or someone you know has experienced bullying or harassment at school or at any school-related event, you may make a report to have the incident(s) investigated by the school district.

Any student, parent/guardian or district employee may report such incidents and can choose to remain anonymous in some cases.

Please report incident(s) in one of the following fashions:

- Report to an assistant principal, teacher or any staff member.
- Fill out the district's report form and submit it either electronically or in-person to an administrator, counselor or student services advocate.
 - The electronic form is available at ahschools.us/complaintform.
 - A hard copy version of the form is available at each school's main office.

If you have any questions before submitting your complaint, please contact the Title IX/Equity Coordinator at 762-506-1000, or titleIXcoordinator@ahschools.us, or 2727 N. Ferry Street, Anoka, MN 55303.



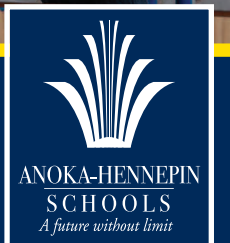
Learn more:

www.stopbullying.gov

www.netsmartz.org

If requested, this document will be provided in an alternate format for individuals with disabilities or in another language for individuals whose primary language is not English. A minimum of three days notice is needed. Please call the Family Welcome Center at 763-433-4680 to request an alternate format or language.

ahschools.us/stopbullying





KNOW what BULLYING and HARASSMENT are

Bullying is unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. In order to be considered bullying, the behavior must be aggressive and include:

1. An imbalance of power: Students who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
2. Repetition: Bullying behaviors happen more than once, or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. There are three types of bullying:

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing.
- Name-calling.
- Taunting.
- Threatening to cause harm.

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose.
- Telling other children not to be friends with someone.
- Spreading rumors about someone.
- Embarrassing someone in public.

Cyberbullying involves use of electronic devices for verbal or social bullying.

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching.
- Spitting.
- Tripping/pushing.
- Taking or breaking someone's things.
- Making mean or rude hand gestures.

Harassment is unwelcome conduct that is based on race, color, creed, religion, national origin, sex/gender, marital status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status.

“We were just joking around.”

Repeated and unwanted name-calling, such as making fun of someone's weight, style of dress, or hair color, are forms of bullying. Making insulting comments about someone's gender, sexual preference or race are forms of harassment.

Bullies often defend their actions by saying that their victims provoked them in some way, or by minimizing their own actions. [“I didn't mean it! We were just joking around.”]

Bullies may also use social status to justify their behavior. [“It's OK. No one likes him anyway.”]

You may joke with your friends and call each other names, and it's not bullying. But, when the jokes aren't funny, and they're meant to be humiliating or cruel, that's bullying. If the jokes are prejudiced, that's harassment.

“That text was meant to be funny.”

Bullies can use text messages and social media to start rumors and send mean comments and inappropriate pictures. Bullies can be anonymous in cyberspace, and may feel like they can't get caught. However, investigations can reveal the source of cyberbullying. If online bullying or harassment causes disruption in school, staff will intervene – even if personal electronic devices are used to post or send messages. Cyberbullying should always be reported to school staff. These reports will help establish a pattern of bullying; they will be addressed by staff.

Say NO to bullying

If you are being bullied

Confronting a bully can be awkward, because you're trying to fight back when you feel like you have no power. Here are some ideas.

Walk away. Stick with others.

Don't react emotionally, even if you are scared or upset. Ignoring bullying is effective when used consistently. A reaction is what the bully wants. If you don't react, bullies soon learn it's no fun to pick on someone who doesn't play along.

Although it may seem insignificant when you are being bullied, if you maintain your sense of dignity, it makes the bully's job much more difficult.

Confront the bully. This is often the most difficult thing to do. But sometimes, the way to stop bullying is not to be intimidated. Tell the bully to stop; say that you won't be pushed around anymore. Rehearse in your head what you will say and think about how you will respond to possible outcomes. It may help to talk over your plan with an adult.