

National Bullying Prevention Awareness Month

Promoting Kindness and Empathy

October is National Bullying Prevention Awareness Month. The goal of this month is to bring attention to the pervasive issue of bullying and its impact on individuals and communities. This month-long initiative aims to foster empathy, create understanding, and raise awareness about the harmful effects of bullying. With a rich historical background, the observance of this month holds significant importance in addressing the widespread problem of bullying amongst children in schools and adults in the workplace.

Bullying is a complex social phenomenon that continues to affect millions worldwide. Recent statistics show that a significant percentage of children and adolescents experience bullying at some point from kindergarten to 12th grade. Bullying in its various forms, such as verbal, physical, relational, and cyberbullying, can leave lasting emotional and psychological scars on victims.

National Bullying Prevention Awareness Month plays a pivotal role in combatting the issue of bullying by drawing attention to its prevalence and the need for collective action. It serves as a catalyst to initiate conversations around bullying and promotes understanding and empathy among individuals of all ages.

Throughout the month, numerous anti-bullying initiatives and events are organized, for example: the first Monday of the month, **October 2nd, is World Day of Bullying Prevention and is observed by wearing a blue shirt. You can learn more at [World Day of Bullying Prevention® #BeKind #BlueUp #BlueShirtDay | STOMP Out Bullying™](#)**



We also know bullying doesn't stop after high school graduation. Data from the Workplace Bullying Institute identified the following types of bullying:

- **Hostile** (aka "hot", "emotional") which involves yelling or throwing items. Lying to get someone fired or make them suffer out of personal or identity-based hate or intense insecurity.
- **Instrumental** (aka "cold") which can be spreading rumors/lies/distortions to remove a perceived "threat" of someone's talent or claim their office space, funding, position, or other resources.
- **Overt** defined as humiliating, silencing someone in front of others.
- **Covert** is defined as gaslighting, withholding information, subtle blaming.

Source: [How Bullying Manifests at Work — and How to Stop It \(hbr.org\)](https://hbr.org)

Action Steps to Consider

Parents and Guardians

Watch for warning signs of bullying such as:

- Unexplained injuries.
- Lost or destroyed clothing, books, electronics, or jewelry.
- Frequent headaches or stomachaches, feeling sick or faking illness.
- Difficulty sleeping or frequent nightmares.
- Declining grades, loss of interest in schoolwork, or not wanting to go to school.

Help your child understand what bullying is, how to stand up to it safely and how to be resilient.

Teachers and Educators

Educational institutions are at the forefront of bullying prevention efforts. National Bullying Prevention Awareness Month encourages schools to implement comprehensive anti-bullying policies and train teachers to address bullying effectively. By promoting a safe and inclusive learning environment, schools can create spaces where students feel empowered to report incidents of bullying.

Supervisors and Coworkers

Train employees in non-violent communication and hold everyone accountable for their language and behavior. Be transparent with policies and procedures to ensure fair, equitable and legitimate ways to obtain rewards and promotions. Consider using 360-degree evaluations and climate surveys to become aware of possible bullying situations. Be willing to report problems when you witness them. Adopt the airport security motto – if you see something say something.

Contact Ulliance for counseling or coaching to help improve your stress, manage your emotions, and incorporate additional healthy habits into your everyday life.

**For more information, tools, resources, or app information, call your
Life Advisor Employee Assistance Program!**



**Ulliance provides no cost, confidential, short-term counseling
for you & your family.**

Call us- we're here to help **800.448.8326**