

BULLYING PREVENTION

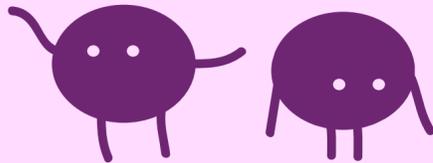
What is Bullying

Bullying is a deliberate form of aggressive or threatening behaviour involving a power imbalance, that leads to fear and anxiety, and can cause short or long-term physical or psychological harm.

How can we prevent bullying?

1. Bystander intervention

Excuse me, but I heard what you said to her just now, and that is really not OK. You can't treat people like that.



The power of the bystander:

- Stand together, let no person stand alone.
- Speak up for others
- The shame of the bullying event should not be on the victim
- There are two sides to every event and more if there are more witnesses.
- Power does not mean right.
- Cultivate alternative viewpoints and empathy.
- Silence hurts everyone, be outspoken, be bold.
- Stand on the moral high ground.

THIS LIBRARY
HAS WORKED

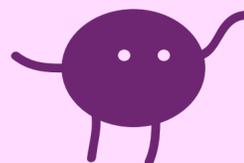


DAYS WITHOUT
SOMEONE
FEELING BULLIED

THINK before you speak

T - Is it True
H - Is it Helpful
I - Is it Inspiring
N - Is it Necessary
K - Is it Kind

If it is none of these things, is it really worth saying?



2. Change the AUT policy

The current policy:

AUT PREVENTING HARRASSMENT POLICY

The University is committed to being an institution free from Harassment and Bullying.

The University will provide assistance for its staff and students, if they feel that they have been harassed within the University environment or as a result of a connection with the University environment.

CHANGE THE
POLICY

SUPPORT!
+
TRANSPARENCY!
+
FAIRNESS!



The policy needs to include:

- A right of support
- Impartial investigation by Ombudsman
- Documentation for the harassed party
- A time limit on proceedings eg. 1 month
- Tools to combat the power differential
- Transparent statistics on prevalence
- To be a performance responsibility for each Dept.