

WHAT DOES NOT WORK TO END BIAS-BASED BULLYING?

DENIAL

- Boys will be boys!
- Girls can be mean!
- It's a phase. They'll outgrow it!
- Kids need to learn to solve their own conflicts by themselves!
- Why can't you all just be friends?

BLAMING THE TARGET

- Don't walk or sit that way!
- Don't dress that way!
- You must be doing something to make them bully you!
- Don't be a wimp! You have to get tough and stand up to them.

GENERAL CURRICULUM

- Pro-social skills programs that help students make and keep friends, but don't specifically address bullying.
- Conflict resolution and peer mediation programs that create a more peaceable environment for some, but cannot in themselves stop bullying.
- Tolerance curriculum that teaches about difference, but ignores the unequal power relationships in the bullying dynamic.

THE *PIP* STRATEGY WORKS!

PREVENTION

A comprehensive school-and-community, anti-bias approach that involves:

- children
- teachers
- administrators
- counselors
- family
- boards of education
- law enforcement

INTERVENTION

Consistent policies and response:

- by ALL adults
- to ALL children

PROTECTION

Support for targets:

- Reduces chance they will become provocative victims or bully others.
- May prevent long-term anxiety, depression, or suicide.
- Fosters inclusive environment accepting of differences among all people.

For Information on the Bias-Based Bullying Project, contact the:

NJ Office of Bias Crime and Community Relations
PO Box 094, Trenton, NJ 08625
(609) 896-8967 fax: (609) 219-6595



Call NJ Bias
Crime Victim's
Support Service:
1-800-277-BIAS
for Information
and Referral

Preventing Bias-Based Bullying

Bullying is harmful
enough, and
when it is
motivated by
bias, it may even
be a crime.



■ 55% of 8 to 11-year-olds and 68% of 12 to 15-year-olds say that bullying is a serious problem for them.

Kaiser Family Foundation/ Nickelodeon

■ Almost 30% of youth 11 to 15 have been a target and/or a perpetrator of bullying.

Journal of the American Medical Assoc.

■ By age 30, 1 out of 4 persons identified as bullies in childhood has a criminal record.

■ 83% of lesbian and gay students report verbal harassment; 43% report physical harassment.

GLSEN National School Climate Survey

■ Nearly 50% of bias crime offenders are 11 to 20 years old; 16% of reported bias incidents take place in schools.

NJ Bias Incident Offense Report

■ Primary targets of bias crime in NJ, by category, are:

- Race: African-Americans
- Ethnicity: Latino/as
- Religion: Jews and Muslims
- Sexual Identity: Gay, Lesbian, Bisexual, Transgender (GLBT)

NJ Bias Incident Offense Report

Your full-day staff training on bias-based bullying was unanimously successful! In talking about our personal and professional experiences, we all gained empathy for the seriousness of this problem and were inspired to work together on it.

Bill Osman, Staff Development Director,
North Brunswick School District

The Bias-Based Bullying Project

Bullying behavior involves intentional, usually unprovoked attempts to cause physical and/or emotional harm to one or more targets. It exists where there is an imbalance of physical and/or psychological power between the target(s) and the perpetrator(s). **Bias-based bullying** develops when bullying behavior and bias motivation intersect. Though signs are visible earlier, it occurs mainly among preadolescent and adolescent youth who are struggling with their racial, ethnic, cultural, gender, and sexual identity development. Bias-based bullying is a bias incident and may even be a crime under New Jersey's Bias Intimidation Act, which protects seven groups against intimidation based on race, color, religion, ethnicity, gender, disability, and sexual orientation.

The Bias-Based Bullying Project of the Office of Bias Crime and Community Relations has been created to help schools, communities, law enforcement, and government leaders develop comprehensive strategies to reduce bias-based bullying among youth. We work toward this goal by offering presentations, workshops, training, and consulting to schools and other organizations, enabling them to understand the dynamics of bullying, identify their resources and strengths, and apply the **Prevention-Intervention-Protection (PIP) Strategy** to their particular school-community environment.

**Presentation
(1-2 hours)**
We provide a brief overview identifying the connections between and consequences of school violence, bullying and bias-based bullying. The **PIP Strategy** is reviewed.

**Workshop
(half day/3-4 hours)**
Using experiential exercises, video, and brief lecture, we provide a basis for understanding the impact of stereotypes, bullying and bias-based bullying. The **PIP Strategy** is discussed using participants' concerns.

**Training
(full day/7-8 hours)**
We lead an experiential process to deepen participants' understanding of how stereotypes, bullying, and bias-based bullying cause serious harm to targets, bystanders, and perpetrators. Use of the **PIP Strategy** in the participants' school and community is discussed in depth.

You managed to convey a great deal of information.... Your presentation made me see the connection between bullying behavior, domestic violence, sexual and emotional abuse, and bias crime. I am now more committed than ever in trying to inform school staff, parents and law enforcement of how pervasive this problem is. It is the next frontier in terms of raising consciousness....

Caroline Meuly, Co-Chair, Middlesex County Task Force on School Violence