



# How to BEAT Bullying

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# What is Bullying?



- What does it look like...
  - On a personal level?
  - At school?
  - Inside a family?
  - At work?
  - Within a community?
  - At USA Swimming?
  - In the world around us?

# What is Bullying?



A specific type of physical, verbal or psychological aggression with:

- intent to harm
- repetition over time, and
- imbalance of power

*The Journal of the American Medical Association, 2001*

# Bullying Past to Present



The occurrence of bullying varies greatly depending on the study.

Study	Year	% of Students Targeted	% of Students who Bully
Salmivalli et al	1998	10.5% (6 <sup>th</sup> grade) 4.7% (8 <sup>th</sup> grade)	7.9% (6 <sup>th</sup> grade) 9.9% (8 <sup>th</sup> grade)
Pellegrini et al	1999	19%	14%
Nansel et al	2001	10.6%	13%
CDC – Electronic Media and Youth Violence	2009	9 – 35% (electronic only)	4 – 21% (electronic only)
Ethics of American Youth	2010	47%	50%

# Legal Definitions



## State Laws generally:

- Public schools only
- Only students are bullies
- Only students are bullied
- Only events that happen at or impact school.



<u>AK</u> (A)	<u>AL</u> (B+)	<u>AR</u> (A-)	<u>AZ</u> (B-)	<u>CA</u> (B)	<u>CO</u> (B)	<u>CT</u> (B-)	<u>DE</u> (A++)	<u>FL</u> (A++)	<u>GA</u> (A++)
HI (B-)	<u>IA</u> (A-)	<u>ID</u> (A-)	<u>IL</u> (A-)	<u>IN</u> (A-)	<u>KS</u> (B)	<u>KY</u> (A++)	<u>LA</u> (C)	<u>MA</u> (A++)	<u>MD</u> (A++)
<u>ME</u> (A-)	MI <u>(A++)</u>	<u>MN</u> (C-)	<u>MO</u> (A-)	<u>MS</u> (C)	MT <u>(F)</u>	<u>NC</u> (B+)	ND (A++)	<u>NE</u> (B-)	<u>NH</u> (A++)
<u>NJ</u> (A++)	<u>NM</u> (B+)	<u>NV</u> (B+)	<u>NY</u> (B+)	<u>OH</u> (A)	<u>OK</u> (A)	<u>OR</u> (A)	<u>PA</u> (B+)	<u>RI</u> (A)	<u>SC</u> (A-)
SD (B+)	<u>TN</u> (A-)	<u>TX</u> (A++)	<u>UT</u> (A-)	<u>VA</u> (A++)	<u>VT</u> (A-)	<u>WA</u> (A-)	<u>WI</u> (B+)	<u>WV</u> (A+)	<u>WY</u> (A++)



# USA Swimming Definition



## **USA Swimming Code of Conduct §304.3.7**

### **WHO:**

One or more USA Swimming members directed at any other member.

# USA Swimming Definition



**USA Swimming Code of Conduct §304.3.7**

**WHAT:** The severe or repeated use of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission)

**OR** a physical act or gesture (severe? repeated?), or any combination thereof



# USA Swimming Definition



**USA Swimming Code of Conduct §304.3.7**

## **EFFECT:**

- i. causing physical or emotional harm to the other member or damage to the other member's property;
- ii. placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;

# USA Swimming Definition



USA Swimming Code of Conduct §304.3.7

## **EFFECT (continued):**

- iii. creating a hostile environment for the other member at any USA Swimming activity;
- iv. infringing on the rights of the other member at any USA Swimming activity; or

# USA Swimming Definition



**USA Swimming Code of Conduct §304.3.7**

## **EFFECT (continued):**

v. materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC)

# Is it Bullying?



Group of 13-14 year old boys put the smallest one in a locker and shut it.

# Is it Bullying?



Swimmer: “Coach, my shoulder hurts.”

Coach: “Your shoulder always hurts when we get to the main set. Are you a wimp?”

Swimmer: “What should I do? It hurts?”

Coach: “Get out. You’re worthless.”

(Now exchange “coach” with “swimmer #2” or “swimmer group”)

# Is it Bullying?



Swimmers (boys same age) peeing on each other in shower area.



# USA Swimming Definition



**USA Swimming Code of Conduct §304.3.7**

**INTENT (mens rea):**

**Reasonably Objective Person Standard**

**(whether intentional or not)**

# USA Swimming Reporting



## USA Swimming Model Action Plan to Address Bullying

- **Observed Conduct**
- **Reported Conduct**

# USA Swimming Reporting



## USA Swimming Model Action Plan to Address Bullying

### **Observed Conduct: Stop Bullying**

1. Intervene immediately. It is ok to get another adult to help.
2. Separate the kids involved.
3. Make sure everyone is safe.
4. Meet any immediate medical or mental health needs.
5. Stay calm. Reassure the kids involved, including bystanders.
6. Model respectful behavior when you intervene.



**If it's mean,  
intervene.**

# USA Swimming Reporting



## USA Swimming Model Action Plan to Address Bullying

### Reporting Policy:

- Talk to your parents;
- Talk to a Club Coach, Board Member, or other designated individual;
- Write a letter or email to the Club Coach, Board Member, or other designated individual;
- Make a report to the USA Swimming Safe Sport staff.

(No mandatory reporting rule – unlike Sexual Misconduct, Article 306)

# Is it Bullying? How do you respond?



A board member repeatedly asserts his views in an absolute, without discussion manner. Other board members are afraid to assert their views or offer opposing views.



# Is it Bullying? How do you respond?



A coach is angry that a family changed teams. He mutters negative comments to the swimmers when he sees them on deck at meets, comments like “Traitors,” or “Saw your relay got DQed. Serves you right.”

# USA Swimming Intervention



## USA Swimming Model Action Plan to Address Bullying

### **INVESTIGATION:**

#### **1. FIND OUT WHAT HAPPENED**

First, get the facts.

Then, determine if it's bullying.

# USA Swimming Intervention



## USA Swimming Model Action Plan to Address Bullying

### **INVESTIGATION:**

#### **SUPPORT THE KIDS INVOLVED**

- Support the kids who are being bullied
- Address bullying behavior
- Support bystanders who witness bullying.

# Intervention and Prevention



Most interventions are directed at the bullies and the intended victims with little attention given to the bystanders.

*Bullying Prevention & Intervention: Realistic Strategies for Schools, 2009*

# Bullying Prevention



## How to BEAT Bullying

- **Break the Bullying Cycle™**
- **Empower bystanders (and target and bully)**
- **Administer appropriate intervention**
- **Teach others to do the same**

# New Ideas – Bullying Cycle™





# Break the Bullying Cycle™



- **Intervention suggestions**
  - Learn to recognize the cycle
    - Grooming
    - Testing audience
  - Intervene every time and at every stage of the cycle
  - Make sure the intended target is physically safe
  - Move both the bully and the intended target to separate locations
  - Address the bystanders immediately

# Empower Bystanders



- Intervention suggestions
  - Post clear expectations
  - “I will stand up.”
    - Acknowledge that the behavior is bullying
    - Align with target
    - Don’t confront the bully
    - Leave the area
  - Explain and discuss the rules
  - Hold all people accountable

# Administer Appropriate Intervention



- For bullies
  - Logical consequences
  - Social skills training
  - Functional Behavioral Assessments (FBA) & Behavior Intervention Plans (BIP)
  - Alternative discipline options
    - Community service
    - Peer support
  - Interagency coordination

# Administer Appropriate Intervention



- For targets
  - Social skills training
  - Individual counseling
  - Advocacy and support services

# Administer Appropriate Intervention



- Social skills training for Bystanders
  - Recognize the cycle
  - STAND UP! (safe intervention)
  - Seek an adult
  - Take ownership in the community

# Scenarios for Discussion



Coach nicknames a skinny swimmer “0% Body Fat.” Teammates make comments about her being too skinny and tell her she needs to eat a sandwich. At the following practice, teammates bring her snacks.

# Scenarios for Discussion



A girl posted a pic on instagram from a swim meet. Another girl commented about how small her breasts are and no man will ever want her. Soon the image had 100+ comments that don't have many kind comments for either of the girls. Common words—slut, whore, etc. Team mates knew, class mates knew, created a divide.



# Scenarios for Discussion



Club rivalries spread to twitter. I saw a number of tweets following JR Nats from swimmers from a particular club using hashtags meant to put down rival clubs and swimmers. #suckstosuck is among the most commonly used hashtags among college-aged athletes right now.

# Team-Building



- Sense of belonging
- Respect for all people
- Integrity
- Self-control
- Community of Support

# Web Sites



- [Stopbullying.gov](http://Stopbullying.gov)
- [Kidshealth.org](http://Kidshealth.org)
- [NASPonline.org](http://NASPonline.org)
- [Bullypolice.org](http://Bullypolice.org)



## **Understanding Bullying**

<http://www.cdc.gov/violenceprevention/pdf/bullyingfactsheet2012-a.pdf>

## **Technology and Youth: Protecting your Child from Electronic Aggression**

<http://www.cdc.gov/violenceprevention/pdf/ea-tipsheet-a.pdf>

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