

Bullying Prevention Newsletter

October 2020

BYSTANDERS
VS
UPSTANDERS

CAN WE TAKE A POSITION?

WORKPLACE BULLYING

- ▶ MISTREATMENT
- ▶ VERBAL ABUSE
- ▶ INTIMIDATION
- ▶ THREAT
- ▶ HUMILIATION
- ▶ ISOLATION
- ▶ EXCLUSION
- ▶ SABOTAGE
- ▶ POWER STRUGGLE
- ▶ PERSISTENT AND NEGATIVE ACTIONS
- ▶ DIRECTED AT INDIVIDUALS WHO CANT DEFEND THEMSELVES

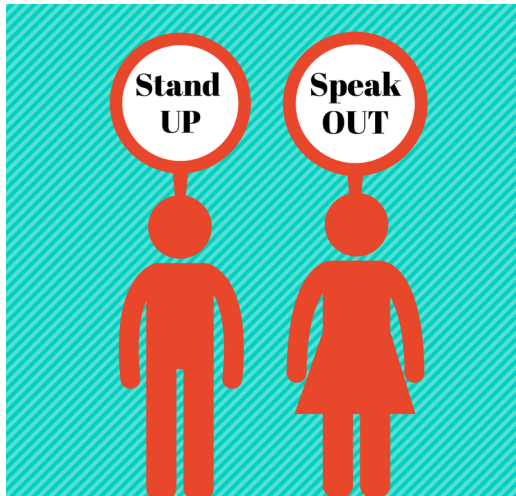


CHARACTERISTICS OF BULLIES

- Aggressive tendencies (Garandean & Gillessen, 2006)
- Selfish and hostile personalities (Harvey et al, 2006)
- Problems with self-esteem and high levels of anxiety and depression (Matthieson & Einarsen, 2007)
- Want to dominate and exercise control
- Many of the characteristics include those in effective leadership: competitiveness, extroversion, independence, egocentrism (Seigner, Coyne, Randall & Parker, 2007) but bullies are often rewarded by supervisors and senior management encouraging further bullying at work.

BYSTANDERS

- Bystander is neither a target nor a bully and is someone who is an involved colleague and observer. They witness the bullying but are not involved directly as bully or target.
- Bystanders can escalate the bullying behaviors by speaking up on the target's behalf or can support the bully actively or passively (Lutgen-Sandvik, 2006).
- It has been suggested that empowering to actively support and defend their peers who are targets in bullying situations is a key for effective interventions against bullying (Frey, Hirschstein, Edstrom & Snell, 2009)



WHY DON'T MORE BYSTANDERS INTERVENE?

- IT'S NONE OF MY BUSINESS
- THEY FEAR GETTING HURT OR BECOMING A TARGET
- THEY FEEL POWERLESS TO STOP THE BULLY
- THEY DON'T LIKE THE VICTIM
- THEY FEAR RETRIBUTION
- THEY DON'T KNOW WHAT TO DO
- AFRAID OF PRESSURE TO PARTICIPATE IN THE BULLYING
- THEY HAVE ANXIETY ABOUT SPEAKING TO ANYONE ON THE BULLYING
- AFRAID TO ASSOCIATE WITH THE TARGET



Bystanders can serve as a visible deterrent to aggressive and bullying behaviors, simply with their presence. This active intervention on behalf of the side of the victim can further help the victim, hindering an attack in progress and lessening the likelihood of future attacks (Hart & Miethe, 2008; Morris, 2004).

PROBLEM 1

Without training, bystanders more often than not remain what they believe is neutral, choosing not to get involved in the bullying situation either out of fear of retaliation from the bully or for lack of knowledge about how to exactly intervene appropriately and effectively (Banyard, 2008; Magnuson & Norem, 2009).

PROBLEM 2

When the bystander remains uninvolved it is found to sustain or increase the bullying, as it gives a signal to the bully that s/he is either powerful enough to have others watch without stopping the aggression, or that the bully is being supported in her/his actions (Aboud & Miller, 2007; Hart & Miethe, 2008) --> with peers looking on and providing tacit support at the least, the bully is no longer acting alone --> bystanders are allies to the point of magnifying the abuse of the target.

UPSTANDER (OR DEFENDER)

A person who speaks or acts in support of an individual, particularly someone who intervenes on behalf of a person being attacked or bullied.

The person sees a wrong and acts – takes a stand against an act or injustice or intolerance.

- Morally courageous
- Open-minded
- Person of integrity
- Helpful bystander
- Protects or supports anyone who is being treated unfairly or is intentionally hurt
- Does not join in, laugh or guard the bully
- Stops untrue and hurtful messages about the target from being spread

FOR MORE INFORMATION ON BULLYING PREVENTION:

**WWW.BULLYINGPREVENTIONCONSULTING.COM
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