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Sexual Harassment at School

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What is sexual harassment?



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2. Right to participate in school activities.



Examples of Harassment



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- Limiting access to tools on the same basis
- Teasing a student about a subject choice or assignment based on discriminatory factors



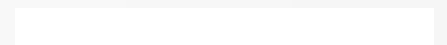


Who are the targets?



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- Direct targets
 - Students, employees, volunteers



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- Direct targets
 - Students, employees, volunteers
- Indirect targets
 - Bystanders, witnesses



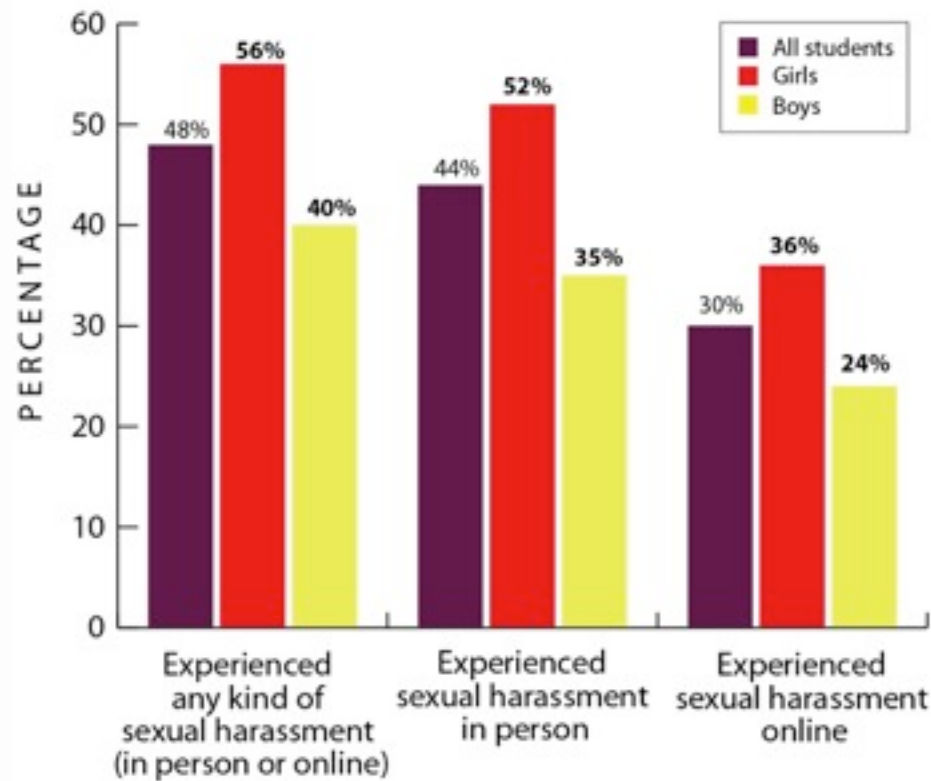
The Survey

1,965 students in grades 7–12 participated in a nationally representative survey sample during May and June 2011.

They shared their experiences and thoughts about sexual harassment during the 2010–11 school year.



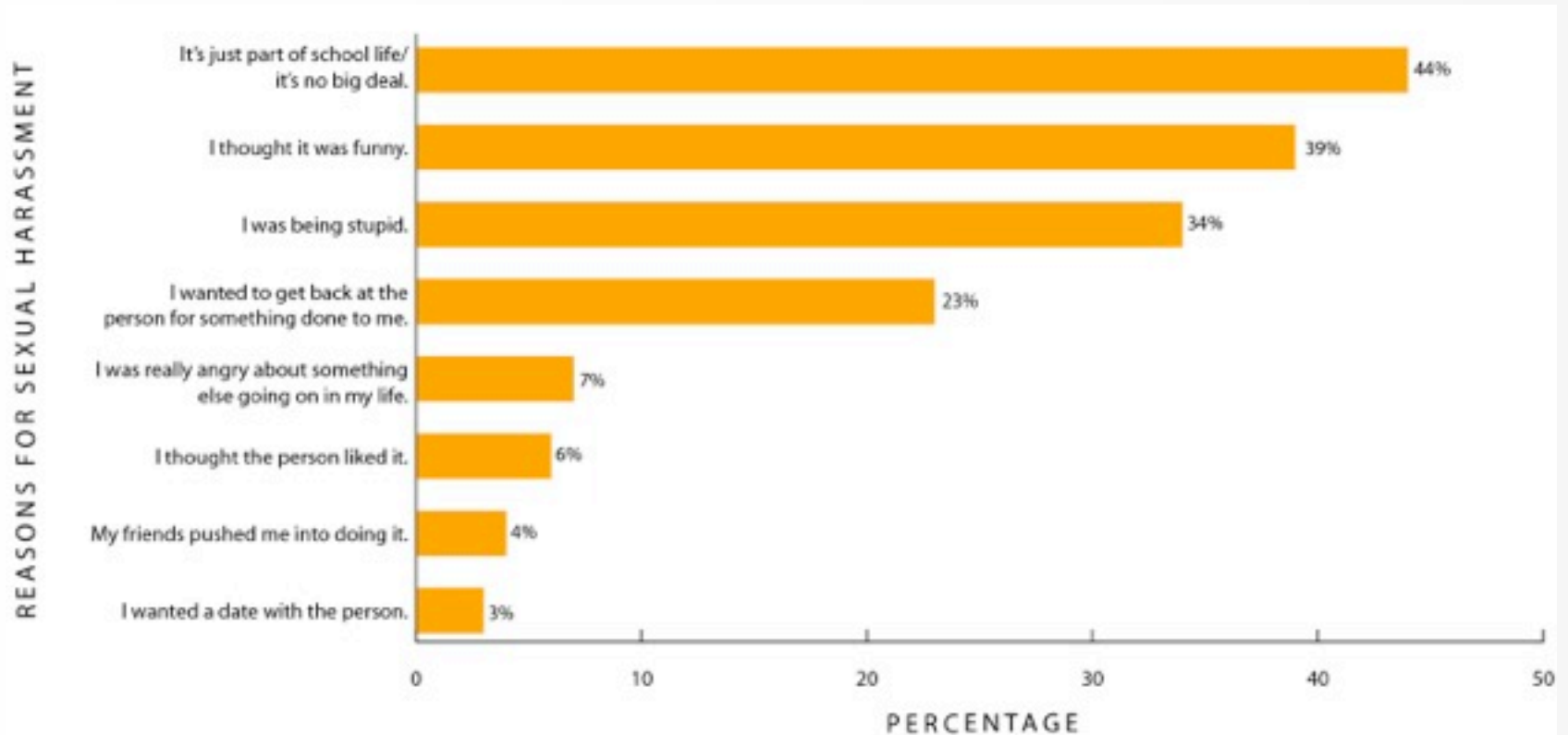
Students Who Experienced Sexual Harassment during the 2010–11 School Year, by Gender



Notes: Students were asked if they had experienced any of 10 types of sexual harassment since the beginning of the school year. **Bold** numbers indicate statistically significant gender differences at the 95 percent level. Base=survey respondents (n=1,965 students), 1,002 girls and 963 boys in grades 7–12.

Source: AAUW sexual harassment survey, May–June 2011.

Why Students Sexually Harassed Other Students



Notes: Base=survey respondents who indicated that they had harassed someone in person or online since the beginning of the school year (n=290 students), 135 girls and 155 boys in grades 7-12. Categories were not mutually exclusive, and students could choose more than one reason.
Source: AAUW sexual harassment survey, May-June 2011.

Student Voices



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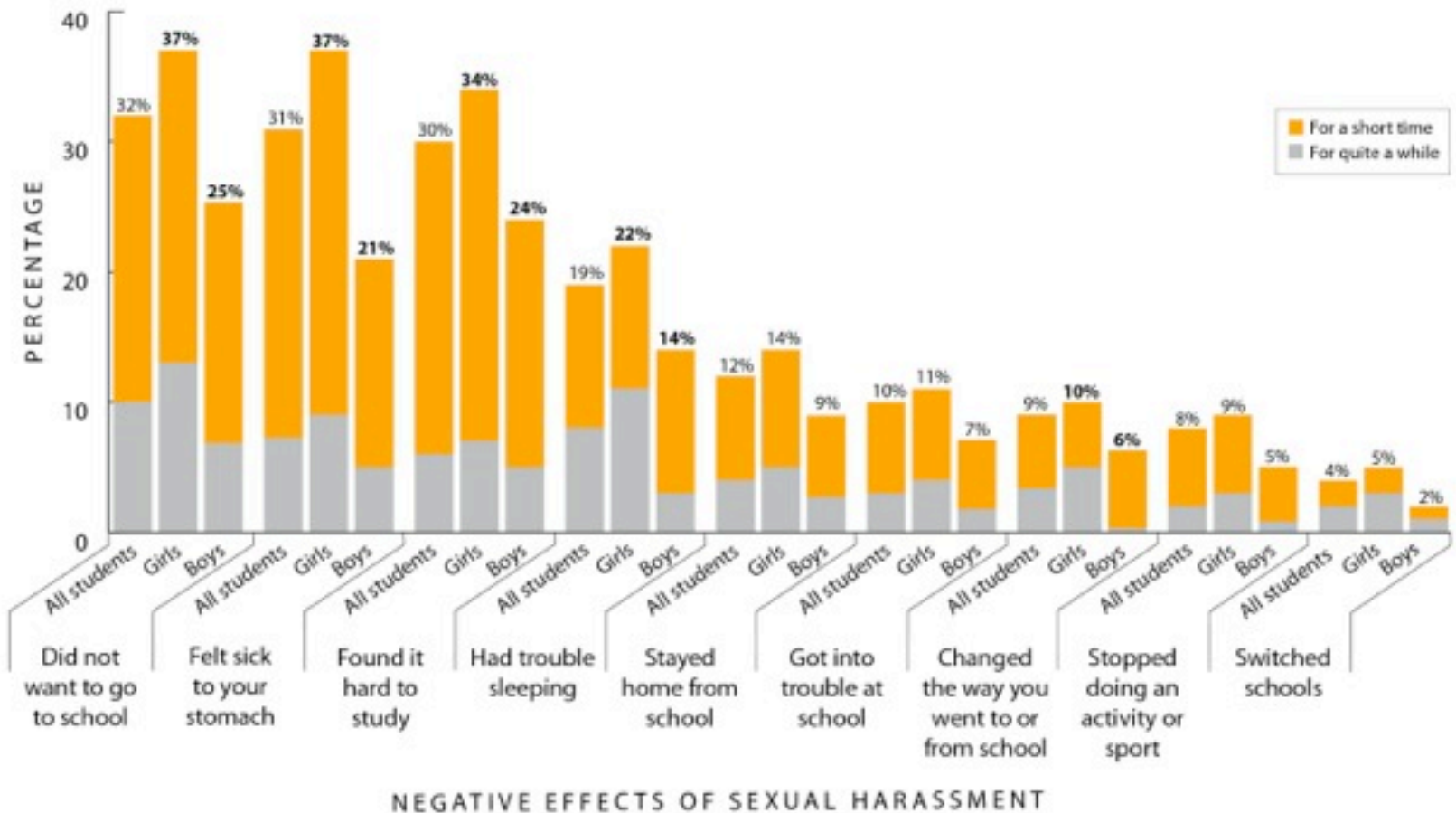
After being called a whore by “almost everyone” at her school and being sexually harassed both online and in person, an 8th-grade girl said she “looked into switching schools.”

“Everyone was saying I was gay, and I felt the need to have to run away and hide.”

“An 8th-grade guy passed by me and said, really softly, ‘What’s up, sexy?’ and then kept on walking. It really creeped me out.”



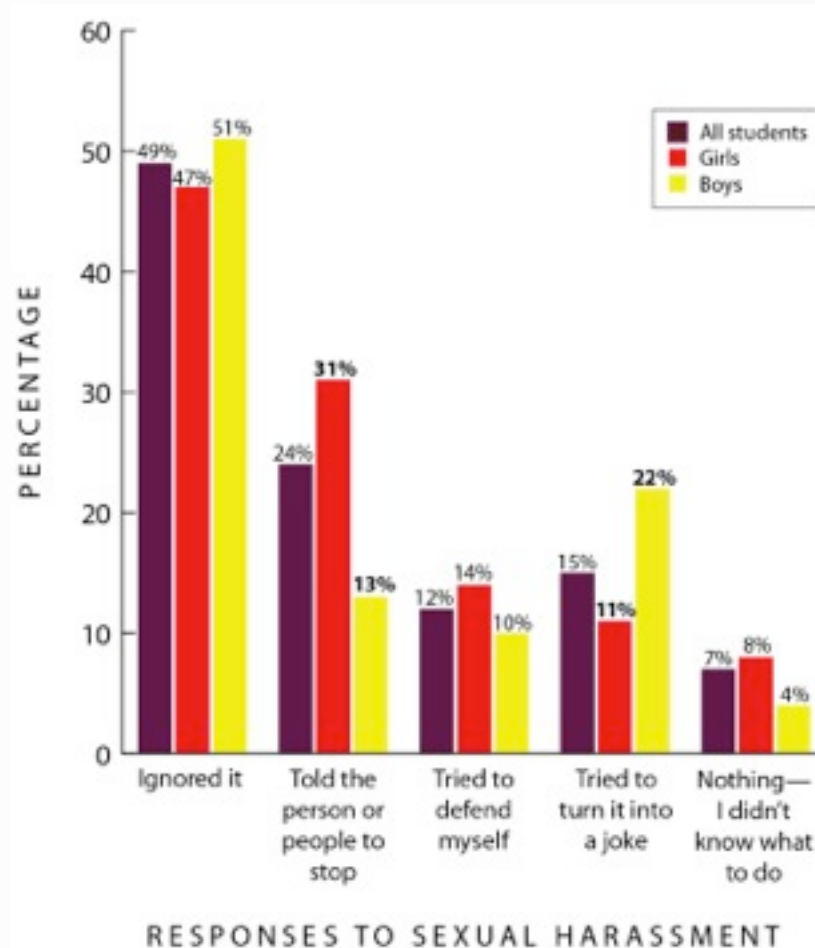
Student Reactions to Sexual Harassment, by Gender



Notes: **Bold** numbers indicate statistically significant gender differences at the 95 percent level. Base=survey respondents who indicated that they had experienced a negative impact from being sexually harassed since the beginning of the school year (n=804 students), 484 girls and 320 boys in grades 7–12.

Source: AAUW sexual harassment survey, May–June 2011.

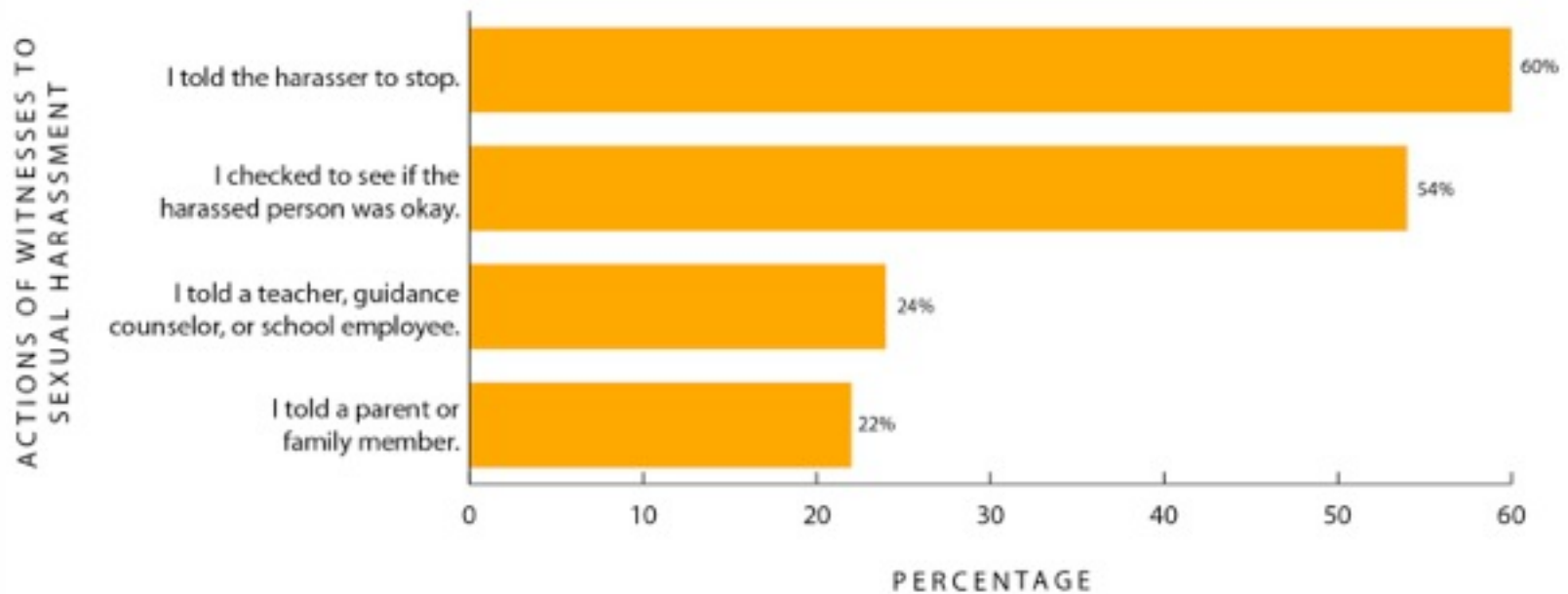
Student Responses to Sexual Harassment at the Time of the Incident, by Gender



Notes: **Bold** numbers indicate statistically significant gender differences at the 95 percent level. Base=survey respondents who indicated that they had experienced a negative impact from being sexually harassed since the beginning of the school year (n=804 students), 484 girls and 320 boys in grades 7–12.

Source: AAUW sexual harassment survey, May–June 2011.

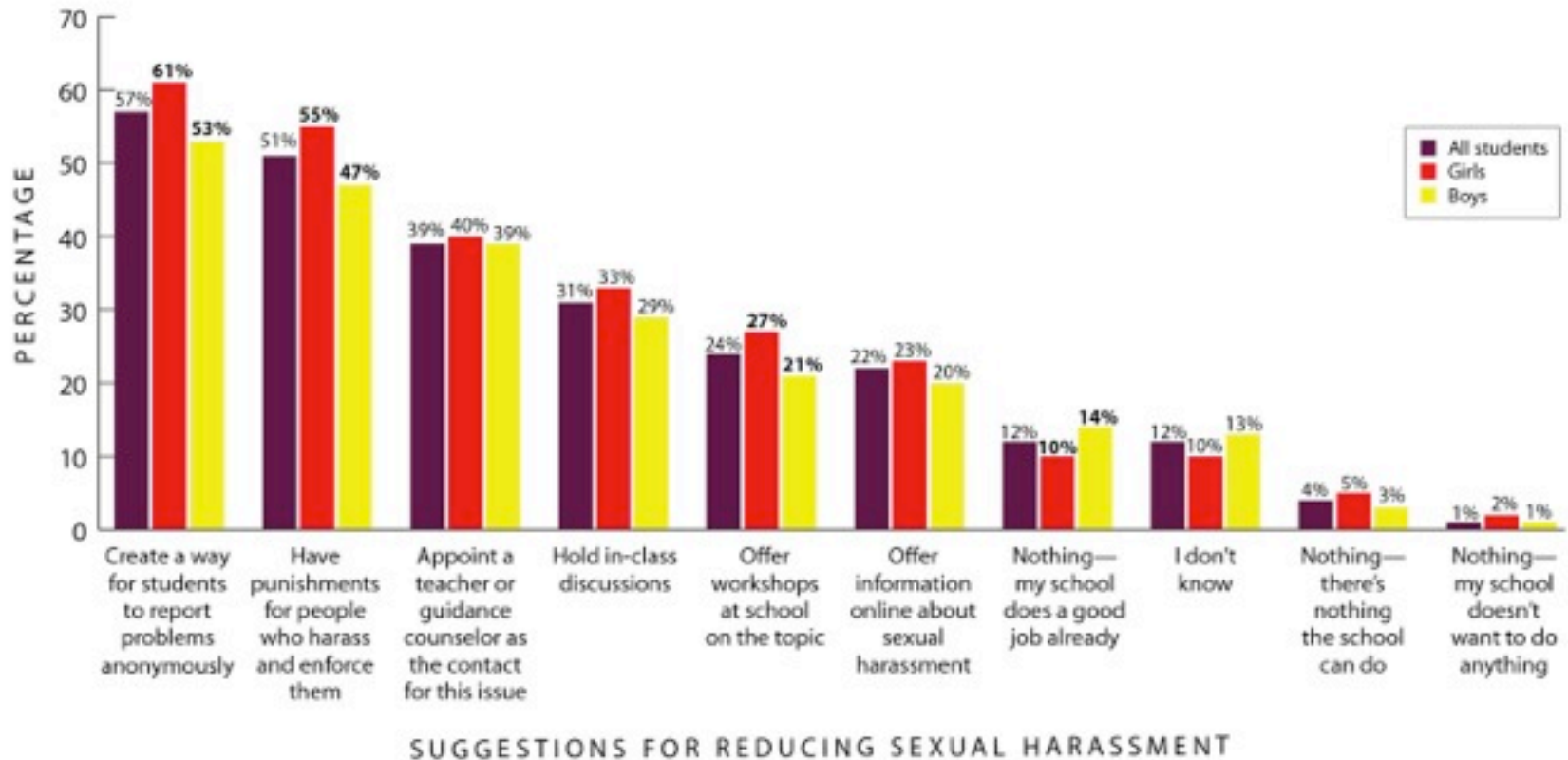
Actions Students Took to Help a Student Being Sexually Harassed at School



Notes: This question was posed only to students who said that they had tried to help another student who was being sexually harassed at school. Base=survey respondents who said they tried to help another student (n=380 students), 227 girls and 153 boys in grades 7-12. No statistically significant gender differences existed in the percentage of students who chose each of these answers.

Source: AAUW sexual harassment survey, May-June 2011.

Student Suggestions for Reducing Sexual Harassment at School, by Gender



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Source: AAUW sexual harassment survey, May–June 2011.

What can administrators do?



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2. Make sure that students are aware of the protections the law provides (Title IX).*



What can educators do?

Teach students:



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Teach students:

1. What sexual harassment is and how to handle it when they experience it or witness it.



What can educators do?

Teach students:

1. What sexual harassment is and how to handle it when they experience it or witness it.
2. To seek assistance within the school system promptly.
 - Talk to someone they trust
 - Keep a written record
 - Make it clear to the harasser that the behavior will not be tolerated
 - Report to an authority and file appropriate forms (if applicable)



How can students help?

Challenge sexual harassment.

One survey respondent advised that the best way to reduce sexual harassment in schools is for students to “take a stand against the person doing the harassing and don’t let them get away with it. If more students would fight for their rights instead of being scared, stand up to the abuser, life would go a lot smoother.”



Who is responsible?

ALL administrators and staff must be responsible for implementing the non-harassment policy.

- No exceptions!



Consequences



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- Employee
 - Subject to disciplinary action including but not limited to termination of employment



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- Student
 - Subject to disciplinary action that may result in suspension or expulsion



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- Employee
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- Student
 - Subject to disciplinary action that may result in suspension or expulsion
- Volunteers
 - Removal from the volunteer pool





Handling a Student Report



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- Let student know you take him/her seriously



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- Let student know you take him/her seriously
- Complete the appropriate forms or accompany student to appropriate person who has the forms





General Guiding Principles



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- Cooperate
 - Full cooperation of students and staff alike is expected and required



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- **I**thorough investigation
 - Documentation of complaints
 - Staff/student interviews
 - Signed statements

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- Satisfactory resolution
 - Swift response and resolution
 - Objective review of the facts
 - Fair and appropriate response



Bullying in Schools

What is Bullying?

...



Bullying is...

Source: Centers for Disease Control and Prevention,
National Center for Injury Prevention and Control,
2011



Bullying is...

- A. Aggressive behavior (either physical, relational or verbal) that is

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Bullying is...

- A. Aggressive behavior (either physical, relational or verbal) that is
- B. Repeated over time and
- C. Involves a real or perceived imbalance of power or strength

Source: Centers for Disease Control and Prevention,
National Center for Injury Prevention and Control,
2011



Harassment v. Bullying

Harassment is a type of bullying! There is no difference between the two.



Forms of Bullying

Source: stopbullying.gov, 2012



Forms of Bullying

- Verbal
 - Taunts, name calling, teasing, inappropriate sexual comments, threatening to cause harm, spreading rumors

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- Social
 - Leaving someone out on purpose, telling others not to be friends with someone, embarrassing someone in public
 - Harassment via technology (email, text messaging, online)

Source: stopbullying.gov, 2012

What is “Cyber-bullying”?

- Harassment and bullying that takes place online or through other mobile devices
- Examples include:
 - Spreading rumors about someone through instant messaging
 - Threatening someone on a blog
 - Creating hurtful websites against someone
 - Posting unfavorable pictures without permission



Cyber-bullying Statistics

- Cyberbullying was experienced at least one time by 52% of teens
- 25% of teens have been bullied repeatedly through their cell phones or the internet
- 52% of the teens did not tell their parents
- Teens that have had embarrassing pictures taken without their permission is 11%

Source: Bureau of Justics Statistics, U.S. Dept. of Health and Human Services,
Cyberbullying Research Center, verified 3-21-2012



Who bullies? Who is



Characteristics of Bullies

- Demonstrate a strong sense of self-esteem
- Like to feel powerful and in control
- From homes that use physical punishment to discipline
- Have quick tempers
- Defiant toward authority figures
- Have difficulty following the rules
- Have a positive attitude toward violence

Source: National Crime Prevention Council, 2012



Characteristics of Bullies

- Lack empathy
- Gain satisfaction from inflicting injury and perceive “rewards” (prestige, material goods) from their behavior
- Find it difficult to view things from someone else’s perspective
- Are concerned with their own desires rather than those of others
- Are willing to use others to get what they want

Characteristics of Victims

- Insecure, socially isolated, anxious, low self-esteem
- Unlikely to defend themselves, retaliate or report abuse
- Weaker than their peers
- Stand out as different from their peers
- Overprotective or overly involved parents
- Boys and girls are different
 - Boys are more likely to be bullied physically
 - Girls are more likely to be bullied socially



How widespread is

A national study of 15,600 students in grades 6-10 found:

- 19% reported bullying others “sometimes” or more often
- 16% reported being bullied “sometimes” or more often
- 6.3% reported bullying and being bullied

Source: National Education Association 2012



Signs of Bullying



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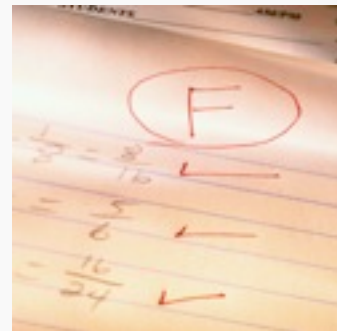
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 - “Missing” possessions that need to be replaced

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- Physical
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 - Damaged possessions
 - “Missing” possessions that need to be replaced
- Emotional
 - Withdrawal and/or shyness
 - Anxiety
 - Depression
 - Aggression

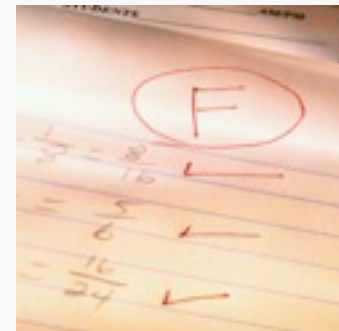


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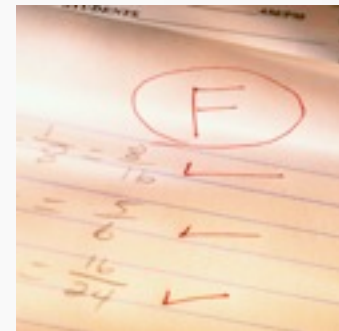
Signs of Bullying

- Behavioral/social
 - Changes in eating or sleeping habits (e.g., nightmares)
 - No longer wanting to participate in activities once enjoyed
 - Beginning to bully siblings or mistreat family pets
 - Hurting self, attempting or threatening suicide
 - Suddenly changing friends



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- Academic
 - Not wanting to go to school
 - Changing method of going to school (e.g., changing walking route, wanting to be driven instead of riding the bus)
 - Drop in grades



Long-term Effects of Bullying



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Long-term Effects of Bullying

- Perceive school as unsafe
- Experience low self-esteem and depression – even into adulthood
- Children who are bullies are likely experience legal or criminal problems as adults
- Children can carry bullying behaviors into adulthood and experience difficulty in forming and maintaining relationships



Prevention – Administrators



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5. Train your staff in bullying prevention



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2. Assess bullying at your school.
3. Garner staff and parent support for bullying prevention
4. Form a group to coordinate the school's bully prevention activities.
5. Train your staff in bullying prevention
6. Establish and enforce school rules and policies related to bullying.



Prevention – Administrators

Source: Olewus Bullying Prevention Program,
Hazelden Foundation, 2011



Prevention – Administrators

7. Increase adult supervision in hot spots where bullying occurs.

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Prevention – Administrators

7. Increase adult supervision in hot spots where bullying occurs.
8. Intervene consistently and appropriately in bullying situations.
9. Focus some class time on bullying prevention.
10. Continue these efforts over time.

Source: Olewus Bullying Prevention Program,
Hazelden Foundation, 2011

Prevention – Teachers



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3. Establish yourself as a clear and visible authority with responsibility for making the school experience safe and positive.
4. Reward students for positive, inclusive behavior.
5. Take immediate action when bullying is observed and consistently use nonphysical, non-hostile negative consequences when rules are broken.



Prevention – Teachers

Source: Olewus Bullying Prevention Program,
Hazelden Foundation, 2011

Prevention – Teachers

6. Listen to parents and students who report bullying in your classroom.

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9. Protect students who are bullied.
10. Hold class meetings during which students can talk about bullying and peer relations.
11. Provide information to parents to encourage their involvement and support.

Source: Olewus Bullying Prevention Program,
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Responding to Bullying



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 - Raise awareness of teachers and administrators



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Responding to Bullying

1. Develop a school-wide bullying policy to:
 - Raise awareness of teachers and administrators
 - Create a framework for responding to bullying
 - Improve overall school environment
 - Ensure change is occurring in the classroom
 - Empower students through programs such as peer counseling, mediation, or conflict resolution



Responding to Bullying

1. Develop a school-wide bullying policy
2. Implement classroom curriculum
 - Develop classroom rules against bullying
 - Develop cooperative learning projects that encourage teamwork and reduce social isolation
 - Create activities or assignments that teach problem-solving or conflict-resolution skills
 - Participate in role-playing or other activities to help children understand the perspectives of others and identify feelings



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Responding to Bullying

1. Develop a school-wide bullying policy
2. Implement classroom curriculum
3. Raise awareness of bullying
 - Allow students to fill out surveys to better understand their perspective of bullying
 - Inform caregivers of bullying policies/curriculum through conferences, newsletters, or PTA meetings
 - Encourage parent involvement in anti-bullying initiatives



Managing Bullying Incidents

- Stop the bullying
- Support the child being bullied
- Name the bullying behavior
- Refer to the rules against bullying
- Impose immediate and appropriate consequences
- Empower children witnessing the bullying

Source: The Olweus Bullying Prevention Group, 2012



Follow-up

- Report the incident to administrators.
- Increase vigilance and communication.
- Have separate conversations with the child who is bullied and the child who did the bullying.
 - Speak first with the child who is bullied.
- Speak with the parents of the children involved.
- Follow-up with both children at a later time.

Source: The Olweus Bullying Prevention Group, 2012



Avoiding Liability



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- Enforce the policy.
- Act promptly when the policy is violated and follow the disciplinary steps set forth in policy.



Bully Awareness Week



November 12 - 17, 2012

Theme: "Stand Up! (to bullying)"

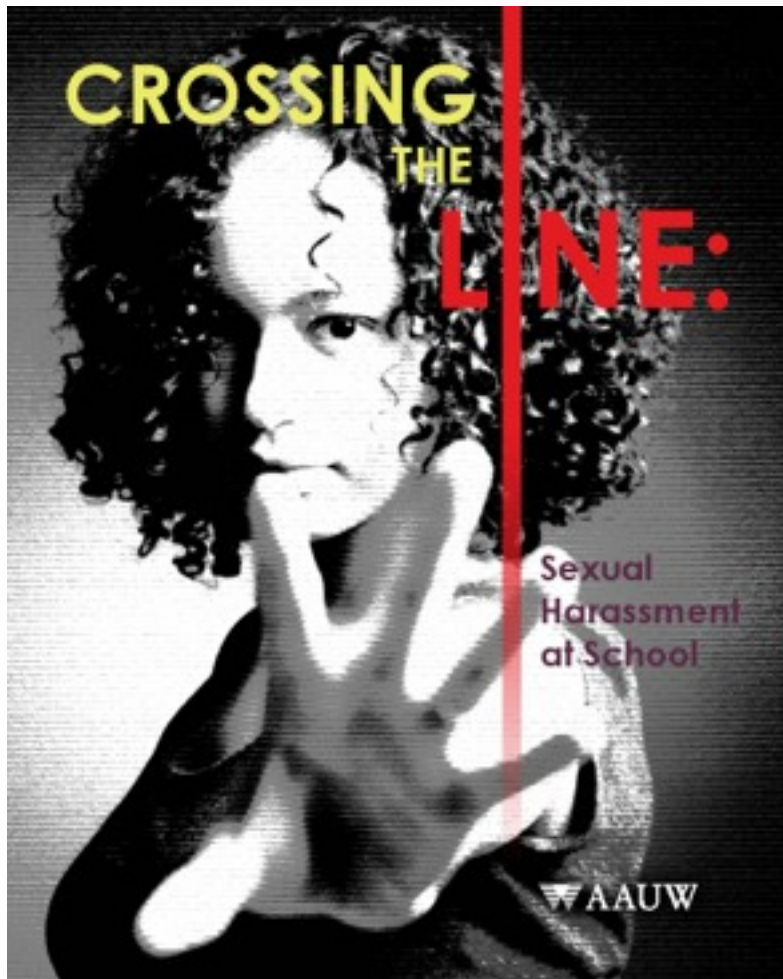
Go to www.bullyingawarenessweek.org/



Resources

- Olweus Bullying Prevention Program
 - <http://www.violencepreventionworks.org/public/bullying.page>
 - Comprehensive program for schools
 - Training for those implementing the program
- Stop Bullying Now!
 - U.S. Department of Health and Human Services, Health Resources and Services Administration
 - *Take a Stand! Lend a Hand! Stop Bullying Now!*
 - Online webisodes and games
 - Resource kit
 - Website, www.stopybullying.gov
- National Crime Prevention Council
 - www.mcgruff.org (for children) and www.ncpc.org
- National Criminal Justice Reference Service
 - www.ncjrs.gov





Crossing the Line: Sexual Harassment at School

To download the report, go to
www.aauw.org.

To contact the researchers,
send an e-mail to
aauw-research@aauw.org.



Questions/Answers

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