



RESPONDING TO BULLYING AND HARASSMENT COMPLAINTS

Bullying and Harassment
May be dealt with internally according to organizational policy
Self-help: child/youth tells aggressor to STOP! (only some victims are able to do this)
Child/youth discloses to someone they trust; bullying/harassment incident is witnessed; third party discloses
Ensure safety of the target youth; appropriate intervention with aggressors & bystanders
Do preliminary fact-finding to determine course of action; aggressor informed
Low level mediation or investigation
Document (Use Incident Report)
Sanctions are imposed: <ul style="list-style-type: none"> • if under 12 according to policy and common sense • if over 12 according to policy, common sense and Human Rights legislation, if form of discrimination/harassment
If harassment has occurred: <ul style="list-style-type: none"> • hearing is undertaken unless sanctions are agreed upon. • complaints may be taken to Human Rights Commission by complainant • appeal process is available
Continue support of all youth as appropriate
<i>If bullying/ harassment involves criminal behaviour, it must be reported to police</i>

Criminal Harassment

Physical assault, sexual assault, stalking, etc.

Must be referred externally according to organizational policy

Self-help: child/youth may attempt to stop the aggressor's behaviour

Child/youth discloses to someone they trust; harassing incident is witnessed; third party discloses

Ensure safety of the target youth

Report incidence to responsible person according to organizational policy

Document (use Incident Report)

Ensure report has been made to police

Continue support of child/youth as appropriate

Source: Platt, K., & Fairholm, J., (2004) *Beyond the Hurt, 2nd Edition – Preventing Bullying and Harassment*, Canadian Red Cross