INTIMIDATION, HARASSMENT AND ANTI BULLYING POLICY
Definitions and Examples of Intimidation, Harassment and Bullying

The behaviours listed in this document are not exhaustive. There may be other forms of harassment that cause individuals to feel uncomfortable or isolated and these will also be acted upon under this policy.

Definition of Bullying
Bullying is about behaviour, usually repeated over time that intentionally hurts another individual or group, physically or emotionally. Bullying can cause the victim serious physical and mental problems and can ruin an individual’s chances of success both in college and in their future career.

How does bullying differ from banter?
- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Definition of Harassment / Intimidation
Harassment is any conduct aimed at an individual or group that is unwanted, or any conduct which affects the dignity of any individual, or group of individuals. Harassment may be repetitive or an isolated occurrence against one or more individuals.

Physical Harassment / Intimidation includes: unwanted contact (e.g. unnecessary touching), assault or gestures, intimidation or aggressive behaviour.

Verbal Harassment / Intimidation includes: unwelcome remarks, suggestions and improper proposals, malicious gossip, jokes and banter based on a person’s sex or race or which refers to a person’s age, disability, sexuality, religion or personal appearance. (Note: an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist, or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

Non-verbal Harassment / Intimidation includes: offensive literature or pictures, graffiti and computer imagery, exclusion or non-cooperation and exclusion from social activities, the use of online communication.

Harassment may be related to age, sex, disability, religion, nationality, beliefs, sexual orientation or any personal characteristic of an individual.

Cyberbullying is when one person or a group of people try to threaten, tease or embarrass someone else by using a mobile phone or the internet by deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others. Cyber bullying can happen anywhere at any time so the victim cannot take refuge such as in the safety of being in their own home.

Those who take part in online bullying often use a group of friends to target their victims by asking them to add a comment to a photo on a blog, or asking them to forward it onto another group of friends. Sometimes, these people don’t even realise they’re actually bullying someone.
Examples of Bullying and Harassment/Intimidation include:

Disability Harassment / Intimidation include:
- Threats, physical or verbal abuse against a person or group because of their disability
- Jokes, mockery, unwarranted remarks, graffiti or innuendo which offends people because of their disability
- Provocative behaviour, such as the wearing of badges, clothing or insignia which may offend
- Display or circulation of offensive materials (e.g. e-mails or texting)
- Stereotyping

Religious or Racial Harassment/Intimidation include:
- Threats, physical or verbal abuse against a person or group because of colour or ethnicity
- Jokes, mockery, unwarranted remarks, graffiti or innuendo which offends people because of their colour, race or ethnicity
- Provocative behaviour, such as the wearing of badges, clothing or insignia which may offend
- Display or circulation of offensive literature or materials
- Stereotyping

Sexual Harassment / Intimidation include:
- Threats, physical or verbal abuse against a person or group because of their gender.
- Repeated and unwanted touching or verbal advances which is unwelcome (whether it is intended to offend or not).
- Jokes, mockery, unwarranted remarks, graffiti or innuendo which offends people because of their gender.
- Provocative behaviour, such as the wearing of badges, clothing or insignia which may offend.
- Display or circulation of offensive literature or materials.
- Stereotyping which demeans either sex or derogatory statements referring to either sex.

As listed above there are lots of different types of bullying that can be carried out in person or through social media. The main ways to bully, intimidate or threaten via social media are;

Email
Sending emails that can be threatening or upsetting. Emails can be sent directly to a single target or to a group of people to encourage them to become part of the bullying. These messages or ‘hate mails’ can include examples of racism, sexism and other types of prejudice.
If someone sends you a message and you forward or laugh at it, you’re actually adding to the problem.

Instant messenger and chat rooms
Sending instant messenger and chat room messages to friends or direct to a victim. Others can be invited into the bullying conversation, who then become part of it by laughing.
Social networking sites
Setting up profiles on social networking sites to make fun of someone. By visiting these pages or contributing to them, you become part of the problem and add to the feelings of unhappiness felt by the victim. By posting remarks, comments or photos aimed at humiliating or insulting somebody.

Mobile phone
Sending humiliating and abusive text or video messages, as well as photo messages and phone calls over a mobile phone. This includes anonymous text messages over short distances using Bluetooth technology and sharing videos of physical attacks on individuals (happy slapping).

Interactive gaming
Games consoles allow players to chat online with anyone they find themselves matched with in a multi-player game. Sometimes cyber bullies abuse other players and use threats. They can also lock victims out of games, spread false rumours about someone or hack into someone’s account.

Sending viruses
Some people send viruses or hacking programs to another person that can destroy their computers or delete personal information from their hard drive.

Abusing personal information
Many victims of cyber bullying have complained that they have seen personal photos, emails or blog postings posted where others could see them without their permission
Social networking sites make it a lot easier for web users to get hold of personal information and photos of people. They can also get hold of someone else’s messaging accounts and chat to people pretending to be the victim

Reasons why someone is involved in bullying, intimidation or threatening behaviour may include:

- have problems at home and use bullying as a way of taking out their frustration or unhappiness on someone else
- be encouraged to join in with bullying by their friends, and they just do it to make sure they stay part of that group
- be jealous of someone
- be looking for attention, and the only way they know how to get it is to pick on someone

Signs and Symptoms of bullying or intimidation can include:

- Being frightened of walking to or from the college
- Not wanting to go on the college/public bus
- Change in usual routine
- Becoming anxious or withdrawn
- Attempted or threatened suicide
- Crying
- Nightmares
- Feeling ill
- Truanting
• Doing poorly at college
• Coming home with clothes or books torn
• Possessions “go missing”
• Asking for, or stealing money
• Unexplained cuts or bruises
• Coming home starving (money/lunch has been stolen)
• Becoming aggressive and unreasonable
• Lacking in confidence
• Bullying other students or siblings