

## On-the-Spot Bullying Intervention Steps

### 1. Stop the bullying

- a. Stand between the bully and the target
- b. Keep all parties together for the moment—including bully, target, and bystanders
- c. Set ground rules for all participants (e.g. "I want you each to listen and not talk.")

### 2. Name the bullying behavior and refer to rules against bullying

- a. Let bully/bullies know exactly what behaviors are not ok and why.
- b. Do not engage in an argument about the facts at this point. Simply draw attention to the behavior you saw/heard. (e.g. "I saw bullying behavior and it needs to stop.")

### 3. Address the bullying behavior with each participant

- a. Target—speak with the victim first. Let them know that you will address the situation and will speak with them individually later. (e.g. "What just happened is bullying behavior and we don't allow that here. I will meet with you later today to talk about what happened.")
- b. Bully—speak with bully next. Let bully know that their behavior is unacceptable and won't be tolerated. (e.g. "What you were just doing is bullying behavior. We don't allow that type of behavior here. I will meet with you later to talk about how to deal with what happened.)
- c. Bystanders—speak with bystanders last. Empower the bystander with information on how to react in the future if they witness bullying. (e.g. "I noticed that you all just watched while they bullying behavior was taking place. Maybe you were scared or didn't know what to do. Next time you could either tell an adult you trust or, if you feel comfortable, try to help the target or stop the bullying.")