



Speak UP STAND TOGETHER STOP BULLYING

KŌRERO MAI, KŌRERO ATU,
MAURI TŪ, MAURI ORA

Facing a bully isn't easy, but finding the courage to say something can make a huge difference. Speak up and be a proud Upstander!

What is bullying?

Bullying:

- Is deliberate – harming another person intentionally.
- Involves a misuse of power in a relationship.
- Is repeated or has the potential to be repeated over time.
- Involves behaviour that can cause harm.

What does bullying look like?



Physical – hitting, tripping up.



Verbal – insults, threats.



Social – spreading gossip, excluding people.



Cyberbullying – online bullying via the internet, mobile phones and social media.

Why do some people get bullied?

Sadly, people can be bullied for any number of reasons, including differences in race, sexuality, gender identity, ethnicity, religion, disabilities and abilities, weight or height.

That's why it's so important to celebrate diversity and embrace our differences.

We aren't all the same and that's a great thing!

Why do some people bully others?

There are many reasons why someone might bully someone else. They may:

- Feel unhappy.
- Have been the target of bullying themselves.
- Want to feel important or powerful.
- Not realise how their behaviour harms others.
- Think being different is a bad thing.

Why prevent bullying?

In Aotearoa, bullying happens in the workplace, at kura/school, online and in the community. Did you know that:

- One in five workers feel bullied at work.
- Aotearoa has the third highest rate of school bullying out of 38 OECD countries.
- People who are bullied are far more likely to experience mental health issues like depression, anxiety and suicidal thoughts.*



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- One in five workers feel bullied at work.
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An **Upstander** uses words and actions that can help someone who is being bullied. If you witness bullying, you can take action to support the person being bullied, if you feel safe enough to do so.

Upstanders can play a key role in stopping bullying.



1. Āwhinatia / Support the person

- Awahi the person being bullied. Let them know you've got their back and that they're not alone.
- Encourage them to ask a trusted person for help or go with them to get help.
- Share our help and advice page with them: pinkshirtday.org.nz/help.

2. Haukotia / Distract

Interrupt the bullying:

- Ask the person experiencing bullying if they want to go for a walk or do something else.
- Help them to leave the situation they're in.

3. Karangahia / Call it!

- Let the person/people doing the bullying know that what they're doing isn't okay (if you feel safe to do so).
- Use your words to show aroha and kindness to those involved.
- Don't stand by and watch. It can be hard to speak up in the moment, but it can make a huge difference.

4. Taihoa ake, ka haumaruru / Leave and act

If you don't feel safe to step in while the bullying is happening, that's okay. Instead:

- Move away from the situation.
- Later, talk to the person being bullied about what you saw and ask what might help them.
- Have a quiet word with the person doing the bullying.

5. Tautokohia / Get some other help

- Support the person being bullied to get help from others (e.g. from whānau, kaiako/teachers, kaimahi/colleagues, a trusted friend or a helpline).

*** Find more tools and information to help you prevent bullying at pinkshirtday.org.nz**

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