

Conflict

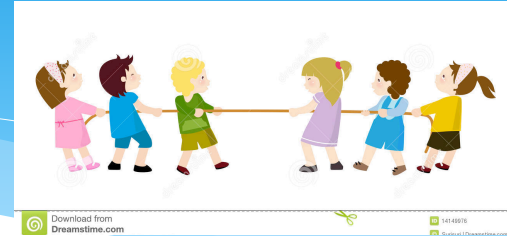
Looks Like, Sounds Like...

You told my secret to others.
I'm going to tell everyone you're
a bad friend.

I did not! I'm never talking to you
again. We're not friends anymore.



Characteristics of Conflict



- Less serious, a normal part of life.
- Accidental. We **will not always agree** with other people about the things we want, what we think, etc. Arises when parties stand up for their viewpoint/what they believe.
- Not seeking, power, attention or things.
- Both parties have **EQUAL** power (two-sided) and emotional reaction.
- Both parties engage in opposing action (i.e. arguments, fights, disagreements).
- Effort to solve the problem.
- Remorse – takes responsibility for saying or doing things they know weren't right.

NJ HIB Definition

Harassment, Intimidation or Bullying is ANY act that:

- 1) Is written, verbal, physical, and/or electronic communication.
- 2) Can happen one time or more than once (multiple times).
- 3) Happens because the person has or is thought to have a certain characteristic(s). i.e. skin color, religion, gender, mental disability, glasses, braces, size of nose, height, weight, etc.
- 4) Takes place on or off school grounds.
- 5) Greatly disrupts (gets in the way of) the school's ability to operate or the rights of other students.

AND...

NJ HIB Definition

Also has at least ONE (or more) of the following:

- 1) The individual committing the act knows that doing so will cause emotional or physical harm to another student or will cause that student to be fearful of harm.

AND/OR

- 2) The act insults/puts down any student or group of students.

AND/OR

- 3) The act creates an uncomfortable learning environment for the student. The physical or emotional harm gets in the way of their learning.

HIB

Looks Like, Sounds Like...

Yeah you are!
LOL!

Bobby and Andrea, “you’re so skinny with four eyes (glasses). If you weren’t so ugly and nerdy, maybe you’d stand a chance at winning. Losers!”



Characteristics of HIB



- **Purposeful.** Behavior that is serious with threats of or intent to cause physical or emotional harm. Intent to hurt through humiliation or exclusion. Affects social status, relationships.
- **Motivated by a perceived or actual characteristic (such as gender, race, color, religion, etc).**
- **IMBALANCE** of power (One-sided) and **UNEQUAL** emotional reaction (victim = strong, bully = little/none).
- Seeking power and control, often aggressive. Seeking material things or popularity.
- **NO** willingness to acknowledge/solve problem. **NO** remorse.
- Creates an uncomfortable learning environment for the student. The physical or emotional harm gets in the way of their learning.

Our Actions/Behavior Can Lead to Conflict or HIB

Rude

Mean

Bully