



Speak UP STAND TOGETHER STOP BULLYING

KŌRERO MAI, KŌRERO ATU,
MAURI TŪ, MAURI ORA


See someone being bullied?
Be an Upstander,
not a bystander.
Call it out.
Stand with them.
Get help.


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 or excluding people.

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

Why do some people get bullied?

People are more likely to be bullied if they seem different from their peers in some way.

This might include 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 might:

- 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, one in five workers feels discriminated against, harassed, or bullied at work, while 32% of students reported being bullied at least a few times a month.*

Those who are bullied can experience lower levels of wellbeing. As well as harming the person being bullied, it can harm the person doing the bullying and those who witness it (bystanders).



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An **Upstander** is a person who uses words and actions that can help someone who is being bullied.

If you witness bullying, there are a range of actions you can take to support the person being bullied, if you feel safe enough to do so.



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1. Āwhinatia / Support the person experiencing bullying

- Awahi the person being bullied. Let them know you've got their back and that they are 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 in some way:

- 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!

- If you feel safe to, let the person/people doing the bullying know that what they're doing isn't okay.
- 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 haumarū / Leave and act

If you don't feel safe to step in while the bullying is happening:

- Move away from the situation.
- Later, let the person experiencing the bullying know you saw and ask what might help.
- 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 and then act on their advice. This might be whānau, kaiako/teachers, kaimahi/colleagues, a trusted friend or a helpline.

*** Find more resources and information about bullying prevention at pinkshirtday.org.nz**

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