



### Is it Conflict or is it Bullying?

A positive school climate promotes communication, relationship-building, self-advocacy and upstandership.

Conflict is...	Bullying is...
<ul style="list-style-type: none"> <li>• a disagreement or difference in opinion between peers who typically have equal power in their relationships</li> <li>• involves each person typically feeling comfortable to express their views</li> </ul>	<ul style="list-style-type: none"> <li>• unwanted, repeated and aggressive behaviour directed at an individual that is intended to cause fear, distress and/or harm to another person's body, feelings, self-esteem, reputation or belongings</li> <li>• involves a power imbalance</li> </ul>
Guiding Questions	
<ul style="list-style-type: none"> <li>• Have the students had an opportunity (time and place) to try to work out the conflict?</li> <li>• How have the students approached resolving the conflict?</li> <li>• Has the student approach to resolving the conflict worked?</li> <li>• Does the resolution seem fair to both parties?</li> <li>• Is the conflict recurring? Where and when?</li> <li>• How do we know the power in this relationship equal?</li> </ul>	<ul style="list-style-type: none"> <li>• How is the aggression manifesting?</li> <li>• How do we know that harm is intended?</li> <li>• What kind of power imbalance exists?</li> <li>• Where, when, how often and for how long has it occurred?</li> <li>• Are bystanders involved?</li> <li>• What support are in place for the student who is being bullied?</li> <li>• What consequences and education are required for the student who is bullying so there is a change in future behaviour?</li> </ul>