

ADULT BULLIES

How to Recognize & Handle Adult Bullying

IF YOU'RE THE VICTIM OF BULLYING

1

GET AWAY, IF YOU CAN

- Limit interactions with the bully whenever possible.
- If at work, ask about moving your desk.

SPEAK UP

- Make eye contact - bullies show less empathy when they can't see your face or eyes.
- Using calm & assertive language, explain your boundaries.

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DOCUMENT EVERYTHING

- After an interaction, write down what happened, including direct quotes, if possible.
- Ask any witnesses to record their accounts, too.
- Be sure to keep any emails or text messages.

IF YOU SEE BULLYING

REDIRECT THE CONVERSATION

- Change the subject, and redirect the conversation so the focus is no longer on the bullying interaction.

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QUESTION THE BEHAVIOR OF THE BULLY

- Take a stand for the victim! Ask about what was going on & make it known that you disapprove. You may even be able to use humor, while still getting your point across.

CHECK IN WITH THE PERSON BEING BULLIED

- Check in privately with the person being bullied & let them know you're aware of the situation, disapprove of the behavior and are on their side.

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SPEND TIME WITH THE PERSON BEING BULLIED

- In the future, spending time with or walking with the person being bullied, if possible, can help to prevent future potential situations.