

## CRC Concepts for Creative Responses to Bullying

1. Skills learned in creative conflict resolution and problem solving have an important place in preventing and intervening in bullying behavior. These skills are included in the CRC themes of cooperation, communication, affirmation, conflict resolution, responding to bias, problem solving, and mediation.
2. For victims and witnesses of bullying and biased behavior, important skills for prevention and interrupting are assertiveness and communication skills. For those who exhibit bullying behavior, it is important to develop empathy and positive leadership skills (e.g. cooperation, affirmation).
3. CRC's bias awareness concepts apply to CRC's concepts of creative responses to bullying.
4. We see that there is often a connection between bullying behavior and acts of bias. In responding creatively to bullying and bias, it is important to separate the behavior from the individual.
5. Bullying involves a power difference. Those who are bullied are not equal in power and status to bullies and they lack the skills to protect themselves. It is often not reasonable or helpful to expect them to "work it out" on their own. Interrupting bullying behavior may need to be done by assertive peer allies or adults.
6. In CRC, we try to build skills and nurture attitudes that empower people to choose nonviolent responses.
7. Bullying behavior harms bullies as well as victims.
8. Prevention and intervention for bullying may need to be supported by clear school rules.
9. Since bullying behavior is often learned at a young age, it is important to interrupt this behavior early.
10. Bullying behavior usually escalates if not interrupted.