BULLYING: repeated aggressive acts intended to do harm that is characterized by a power or status difference between students. Bullying includes not only physical aggression such as hitting or stealing, but also verbal and social aggression, such as threatening, name calling, spreading rumors and socially rejecting and isolating someone. Bullying can even occur through the use of modern technology, such as cyberbullying and sexting.

For additional information on cyberbullying and sexting visit www.nea.org/home/53359.htm.

Source: 2012 NEA K-12 ESP Membership Survey
Bullying generally targets people who appear different from their peers in some way. The negative, emotional, and academic effects of bullying can last well into adulthood. Its consequences can be devastating. Bullying causes feelings of helplessness, anger, frustration, and depression, often leading to poor attendance, decreased academic performance, and increased student dropout rates. Research indicates that 1 in 10 students drop out or change schools due to repeated bullying. There is also a strong link between bullying and suicide. Bullying can cause feelings of helplessness, anger, frustration, and depression, often leading to poor attendance, decreased academic performance, and life. ESPs are in a unique position to make a difference in bullying prevention because they are present in all parts of the school building and campus. Their various careers fall into the following nine families in K-12 and Higher Education:

- **Clerical Services**
- **Custodial and Maintenance Services**
- **Food Services**
- **Health and Student Services**
- **Paraprofessionals**
- **Technical Services**
- **Skilled Trades**
- **Security Services**
- **Transportation Services**

Learn more at www.nea.org/espcareers

**EFFECTS**

**EDUCATION SUPPORT PROFESSIONALS (ESPs)** make up one-third of the education workforce. These educators work together with teachers, professors, and administrators to meet the needs of the whole student, ensuring their success for school, citizenship, and life. ESPs keep students healthy, safe, engaged, supported and challenged. Support professionals are in a unique position to make a difference in bullying prevention because they are present in all parts of the school building and campus. Their various careers fall into the following nine families in K-12 and Higher Education:

- **Clerical Services**
- **Custodial and Maintenance Services**
- **Food Services**
- **Health and Student Services**
- **Paraprofessionals**
- **Technical Services**
- **Skilled Trades**
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- **Transportation Services**

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Learn about bullying. Know what you’re looking for.

Learn about your school’s bullying policy and what supports exist for targets.

When you see something, do something—theusive and calm.

Express strong disapproval of bullying and stop it when it occurs.

Start with verbal warnings. Use the name of the student who is bullying.

Label the behavior as bullying. Refer to your school’s anti-bullying policy.

Safeguard the target; ask: Are you alright?

Label the behavior as bullying. Refer to your school’s anti-bullying policy.

Address bystanders and advise how they might intervene next.

Address the student who is bullying and advise of or initiate bullying rules/policy.

Speak up and help your school and district understand why your involvement is essential in the development of comprehensive bullying prevention plans.

**ADVOCATE**

Advocate for inclusion in school bullying training. Develop strategies specific to each ESP career family in your school and create concrete strategies that address bullying behavior during an incident.

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