



## **Bullying Prevention Instructor Training**

## **Course Syllabus**

### **Course Objectives**

1. Understand the concept of bullying
2. Identify signs and symptoms of bullies and targets
3. Identify why bullies behave the way they do (human patterns)
4. Identify strategies for responding to bullying
5. Identify strategies for preventing bullying
6. Begin designing site-specific curriculum for bullying prevention

### **1. Understand the Concept of Bullying**

- Understanding the difference between IQ and EQ (emotional intelligence) and why EQ in North America is dropping.
- Understanding the connection between lower EQ and bullying behaviors
- The development of legislation regarding bullying and harassment
- Bill 168: Understanding the Occupational Health and Safety Act with respect to violence and harassment in the workplace
- Understanding the connection between segregation of the generations and bullying behaviors

### **2. Identify Signs and Symptoms of Bullies and Targets**

- Definition of bullying
- Exploring the roles in bullying: target, bully, henchmen, active supporters, passive supporters, disengaged onlookers, potential witnesses, resister/defender witnesses
- The difference between signs and symptoms
- Clues that a person may be engaging in bullying
- Clues that bullying behavior is currently being experienced
- Exploring the patterns of male bullying versus female bullying

### **3. Identify Why Bullies Behave the Way They Do (Human Patterns)**

- The psychology and sociology of bullying
- Learning how to dig for the root cause of the behavior
- Identifying foundational human needs

### **4. Identify Strategies For Responding to Bullying**

- The three step model for addressing bullying situations
- Understanding and addressing psychopathic bullying
- Wisdom and a few tricks for outsmarting bullies when someone is lying - how to determine the real owner of a stolen object
- Responding to bullying according to ages and stages: child/tween/teen vs child/tween/teen, twixter/adult/senior vs twixter/adult/senior, twixter/adult/senior vs child/tween/teen, child/tween/teen vs twixter/adult/senior

## 5. Identify Strategies for Preventing Bullying

- Identifying strategies for preventing bullying by addressing unmet basic human needs
- Working with gangs and addressing gang violence
- The Broken Windows Theory: Small and simple steps anyone can take that radically impact the trends of bullying
- Understanding neuroplasticity (re-wiring of the brain) and its connection to bullying
- The three-legged stool of healthy communities: relationships, boundaries, consequences

## 7. Begin Designing Site-Specific Curriculum For Bullying Prevention

- Review bullying prevention tools provided by Open Door Development for participant use
- The remainder of the course is work time, allowing participants to start tailoring the tools for use in their own home organization with immediate access to the Open Door Development facilitators as resources

Please note: Open Door Development remains an open and active resource to anyone who has participated in one of our courses or workshops. Participants are welcome to contact our office any time after the completion of a course for additional assistance or information.



**Open Door Development**

Building Strong Teams and Healthy Communities

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