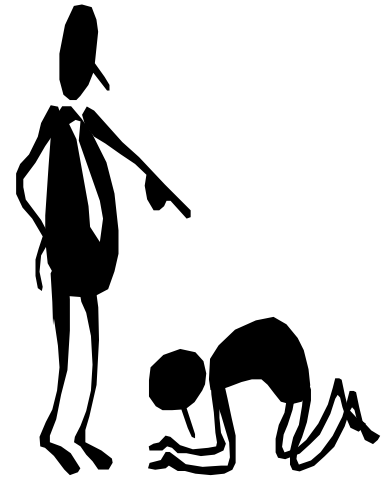


WHAT CAN TEACHERS AND OTHER PERSONELL DO WITH BULLYING ADMINSTRATORS?

WHAT IS BULLYING?

Bullying is usually seen as acts or verbal comments that could 'mentally' hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behavior that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression. Examples of bullying in the school include:

- undermining a person's work
- removing areas of responsibilities without cause
- establishing impossible deadlines that will set up the individual to fail
- assigning unreasonable duties or workload which are unfavorable to one person (in a way that creates unnecessary pressure)
- underwork - creating a feeling of uselessness
- criticizing a person persistently or constantly
- unwarranted (or undeserved) punishment
- blocking applications for training, leave or promotion



HOW CAN TEACHERS IDENTIFY IF THEY ARE BEING BULLYIED?

People who are the targets of bullying may experience a range of effects. These reactions include: shock, anger, feelings of frustration and/or helplessness, increased sense of vulnerability, loss of confidence, physical symptoms such as inability to sleep, loss of appetite, psychosomatic symptoms such as stomach pains or headaches, panic or anxiety, especially about going to work, family tension and stress, inability to concentrate, and low morale and productivity.



HOW CAN BULLYING AFFECT THE WORKPLACE?

Bullying affects the overall "health" of a school. An "unhealthy" workplace can have many effects. In general these include:

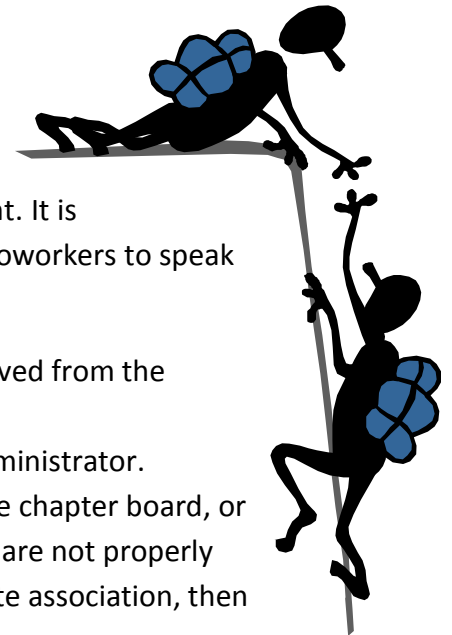
- increased absenteeism
- increased stress
- decreased productivity and motivation
- decreased morale



WHAT CAN BULLYIED TEACHERS DO?

Your respect and dignity should be valued at all times. Be informed about and stay alert to identify incidents of abuse. Remember, it is not just the character of the incidents, but the number, frequency, and especially the pattern that can reveal the bullying or harassment. It is important to encourage openness about this topic and encourage coworkers to speak up.

1. KEEP copies of any letters, memos, e-mails, faxes, etc., received from the administrator.
2. KEEP a record of conversations and interactions with the administrator.
3. REPORT the harassment to the person to the association, the chapter board, or a delegated leader. If a teacher's concerns are minimized or are not properly managed, the teacher can proceed to the next level: the state association, then the NEA itself.
4. INCLUDE in the chapter contract a section that deals with bullying



WHAT CAN CHAPTERS AND TEACHERS ASSOCIATIONS DO TO STOP BULLYING ADMINISTRATORS?

- ENCOURAGE everyone at the school to act towards others in a respectful and professional manner.
- HAVE a workplace policy in place that includes a reporting system.
- EDUCATE everyone that bullying is a serious matter.
- TRY TO WORK OUT solutions before the situation gets serious or "out of control".
- EDUCATE everyone about what is considered administrator's bullying, and whom they can go to for help.
- TREAT all complaints seriously, and deal with complaints promptly and confidentially.
- TRAIN reps and leaders in how to deal with complaints and potential situations. Encourage them to address situations promptly whether or not a formal complaint has been filed.



TWO IMPORTANT FINAL RECOMMENDATIONS

- DO NOT IGNORE any potential problems.
- DO NOT DELAY resolution. Act as soon as possible.



Adapted from : Teachers' Perspectives on Principal Mistreatment

By Joseph Blase & Jo Blase