

## ANTI-BULLYING & ANTI-VIOLENCE

Adult bullying can be subtle or overt, but it typically involves repeated behavior intended to intimidate, belittle, or exert control over another person. The perpetrator (**bully**) can be anyone including a teacher, staff member or a student). Remember if you witness bullying you can advocate for the victim as an **ally**.

We are implementing the following strategy at CDC Pont-Viau: **ROAR**



- **RECOGNIZE** the bullying behaviour
- **OPEN** up about what you or someone else is experiencing
- **ALLIES** advocate for the victim
- **RESOURCES** seek out help via the centre social worker, guidance counselor or an organization

### **R: Here are some key signs to RECOGNIZE adult bullying behavior**

#### **1. Verbal Bullying**

- Name-calling, insults, or offensive jokes at your expense
- Sarcasm or passive-aggressive remarks
- Yelling, shouting, or using a condescending tone
- Spreading rumors or gossiping to damage your reputation

#### **2. Emotional and Psychological Bullying**

- Manipulation or gaslighting (making you doubt your reality)
- Ignoring, excluding, or socially isolating you
- Withholding information or giving misleading instructions to sabotage you
- Playing mind games or guilt-tripping

#### **3. Workplace or Professional Bullying**

- Undermining your work, taking credit for your ideas
- Micromanaging excessively or setting unrealistic expectations
- Publicly humiliating or criticizing you in front of others
- Excluding you from meetings, opportunities, or networking

#### **4. Cyberbullying**

- Sending harassing or threatening messages online
- Posting or sharing embarrassing content without consent

- Engaging in online smear campaigns or trolling

## 5. Physical or Intimidation Tactics

- Invasion of personal space, aggressive gestures
- Blocking exits or cornering someone
- Threatening looks or actions, even without physical harm

## 6. Controlling Behavior

- Excessive monitoring of your actions
- Dictating who you can talk to or interact with
- Using guilt, fear, or financial control to dominate you

## **O: OPEN UP**

- **Seek Support:** Talk to a trusted colleague, manager, friends, teacher, social worker or a counselor.

## **A: ALLIES**

- **If you see something, say something**
- Report if necessary to an authority figure
- Be supportive towards the victim
- Stand up for the victim either via reporting it or if you feel it is safe then stand up for the victim calmly and respectfully.

## **R: RESOURCES:**

### IN THE CENTER

- Social Worker: Obed Dorlean, 450-680-3032 Ext.4143 OR [odorlean@swlauriersb.qc.ca](mailto:odorlean@swlauriersb.qc.ca)
- Guidance Counsellor. Deborah Montalvo 450-680-3032 Ext 4130 OR [dmontalvo@swlauriersb.qc.ca](mailto:dmontalvo@swlauriersb.qc.ca)

### GOVERNMENT AND COMMUNITY ORGANIZATIONS

- TROUVE TA RESSOURCE : <https://trouvetaresource.com/en/resource/cafgraf>
- 211- [Social and Community Information](#)
- CIUSS LAVAL: <https://trouvetaresource.com/en/resource/centre-integre-de-sante-et-des-services-sociaux-de-laval-ciuss-de-laval>
- CLSC DU MARIGOT – SEXUAL AGRESSION 450 668-1444 poste 45173, [www.lavalensante.com](http://www.lavalensante.com)



- AIRE OUVERTE LAVAL : [Aire Ouverte: CISSS de Laval](#)
- [SOS violence conjugale](#)
- SERVICE DE POLICE DE LAVAL - 450 662-4242 [www.laval.ca/police/Pages/Fr/accueil.aspx](http://www.laval.ca/police/Pages/Fr/accueil.aspx)

## **More on how to handle ADULT BULLYING**

- **Set Boundaries:** Be firm and assertive in communicating that the behavior is unacceptable.
- **Document Everything:** Keep records of incidents, including dates, times, and details.
- **Report If Necessary** If the bullying happens at work or in a public setting, report it to the appropriate authority. At school, please consult your social worker, guidance counselor, teacher or any person in administration.
- **Protect Yourself:** If the behavior escalates, consider legal action or removing yourself from the toxic environment.