



## Strategies to Prevent Bullying

Upon completing your Organizational Assessment, you may identify areas requiring additional attention. This paper will assist you with developing strategies to address workplace Bullying behaviors. The object of bullying behaviors is to exclude others from the group.

### How Bullying is measured on the DEOCS:

1. Individuals in my workplace who are seen as different are targets of which of the following. Select all that apply:
  - a. Aggression
  - b. Abusive or malicious pranks
  - c. Active attempts to damage their reputation
  - d. Physical harm
  - e. Psychological harm
  - f. N/A

## Strategies

Create an environment that actively discourages bullying behaviors:

- Display the ways victims can report bullying on a prominent bulletin board
- Publicize official policies and procedures, including actions leadership will take toward those who engage in bullying
- Encourage open discussions on bullying
- Educate members on the negative consequences of bullying

Create and sustain positive, supportive work environment:

- Clearly communicate to personnel your expectations that all interactions remain polite and respectful
- Establish a buddy system that encourages personnel accountability
- Schedule team-building activities on a regular basis
- Inform members of agencies established to receive anonymous reports and assist victims of bullying

Incorporate a strong risk management prevention strategy:

- Intervene immediately whenever you witness a bullying incident
- Monitor members for unexplained injuries, increased medical appointments, behavioral changes, declining grooming standards, negative demeanor, etc.
- Model and encourage respectful behaviors toward all personnel
- Monitor, track, and evaluate your anti-bullying program through trend analysis (e.g. frequency of reports over time, DEOCS survey and focus group results, etc.)
- Encourage victims of bullying behaviors to report them immediately

Reinforce zero tolerance policy through education, training, and awareness:

- Educate members on the elements of cyberbullying, including offensive text messages, images, and videos
- Encourage members to share their personal experiences of bullying to demonstrate how this can happen to anyone



- Discourage members from sharing compromising images of, or spreading negative information about others
- Remind members that reprisal against those who report bullying constitutes a separate offense

### **Additional Resources:**

Army: AR 600-20 4-19

Marine Corps: MCO 5580.3

Navy: SECNAVINST 1610.2A (Hazing policy) does include bullying behaviors in the definition, but does not make the distinction between hazing and bullying.

Air Force: AFI 1-1

Coast Guard: COMDTINST 5370.1A

Civilian Personnel: DoDI 1438.06

SECDEF, Memorandum, Hazing and Bullying Prevention and Response in the Armed Forces, 23 DEC 2015

