

## Deep Democracy

### Key Differences Conflict and Bullying

**Conflict** is a disagreement or argument in which both sides express their views.

It can occur between any individuals or groups and is a normal part of human interactions.

#### Characteristics:

- **Equal Power:** Conflicts typically involve individuals or groups with relatively equal power or status.
- **Occasional:** Conflicts can arise sporadically and are often situational.
- **Mutual Participation:** Both parties are usually actively involved and may feel equally justified in their positions.
- **Resolution-Oriented:** Conflicts can often be resolved through communication, negotiation, and compromise.

#### Example:

- Two students argue about the rules of a game during recess, each feeling strongly about their own interpretation.

#### Resolution:

- **Mediation:** A teacher or counselor helps the students communicate effectively and find a mutually agreeable solution.
- **Problem-Solving:** Teaching students communication and conflict resolution skills and encouraging open dialogue to understand each other's perspectives.

**Bullying** is aggressive behavior that involves an imbalance of power or strength. It is deliberate and repeated over time, intending to harm, intimidate, or control another person.

#### Characteristics:

- **Power Imbalance:** Bullying involves a person or group exerting power over another who is perceived as weaker or more vulnerable.
- **Repeated Behavior:** Bullying behavior is persistent and occurs repeatedly over time.
- **Intent to Harm:** The primary goal is to cause harm, fear, or distress to the target.
- **Victimization:** The target often feels helpless, isolated, and unable to defend themselves effectively.

#### Example:

- A student repeatedly mocks and physically intimidates another student, calling them derogatory names and making them feel unsafe.

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### Resolution:

- **Immediate Intervention:** Teachers and school staff must intervene immediately to stop the bullying behavior with a protocol established by the school.
- **Support for the Victim:** Provide counseling and support to the victim, ensuring their safety and well-being.
- **Disciplinary Action:** Implement appropriate consequences for the bully, which may include detention, suspension, or other disciplinary measure.

Aspect	Conflict	Bullying
Power Dynamics	Relatively equal power	Imbalance of power
Frequency	Occasional, situational	Repeated, persistent
Intent	Not necessarily to harm	Deliberate intent to harm
Resolution	Can be resolved through dialogue	Requires intervention and support
Impact on Victim	Generally temporary discomfort	Long-term emotional and psychological harm

### Severe Bullying (Bullying with Criminal Elements)

Severe bullying can escalate to include criminal elements such as threats of violence, extortion, or cyberbullying that leads to severe emotional distress or even self-harm.

### Characteristics:

**Criminal Behavior:** Involves actions that are illegal and can be prosecuted. (violation of rights)

**Extreme Harm:** Causes profound psychological, emotional, or physical damage.

**Extended Impact:** May lead to severe consequences like dropping out of school, self-harm, or long-term mental health issues.

Aspect	Harassment/Abuse/Hate Crimes
Severity	More severe than typical bullying
Legal Implications	Often involves legal consequences
Impact	Significant, long-term trauma
Nature	Can involve physical, emotional, or sexual harm
Motivation	Often motivated by discrimination or extreme malice

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### Example Scenario:

Omar, who recently came out as LGBTQ+, is not only being bullied but also receives threats of physical harm and hate speech messages online. This escalates to an incident where Omar is physically attacked by a group of students because of his sexual orientation, causing severe injury and trauma.

### Response:

#### **Immediate Action with the established School Severe Bullying Protocol:**

Ensure the safety of the victim and seek medical attention if necessary.

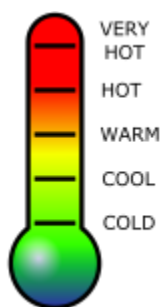
**Timing:** Contact the parents or guardians of the perpetrators after ensuring the victim's safety and informing their parents.

**Legal Involvement:** Report the incident to law enforcement.

**School Policy:** Enforce strict disciplinary actions against the perpetrators, including possible expulsion.

**Support Services:** Provide extensive psychological support and counseling for the victim.

**Prevention Programs:** Implement comprehensive programs on anti-discrimination, inclusion, and safe reporting mechanisms for severe incidents.



Severe Bullying/
Bullying
Conflict