

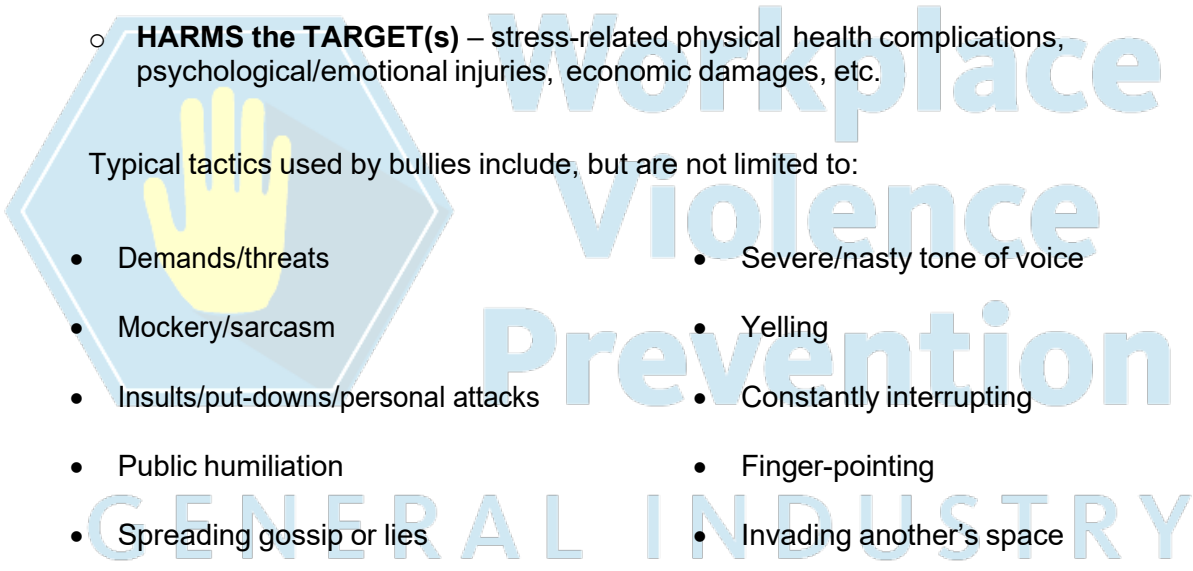
UCI Workplace Violence Prevention Program

WHAT IS *BULLYING*?

Bullying is defined as repeated, intentional psychological and/or physical intimidation. There are a number of distinguishing characteristics that are hallmarks of bullying, such as:

- **REPEATED/PERSISTENT** behavior, whereas Aggression may be a one-time occurrence.
- **INTENTIONAL** behavior, not merely clueless or unintentional.
- **DIRECTED at a TARGET(s)**, not generalized.
- **HARMS the TARGET(s)** – stress-related physical health complications, psychological/emotional injuries, economic damages, etc.

Typical tactics used by bullies include, but are not limited to:

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- Demands/threats
 - Mockery/sarcasm
 - Insults/put-downs/personal attacks
 - Public humiliation
 - Spreading gossip or lies
 - Unrelenting/persistent criticism
 - Isolation/exclusion/ostracism
 - Name-calling/swearing
 - Severe/nasty tone of voice
 - Yelling
 - Constantly interrupting
 - Finger-pointing
 - Invading another's space
 - Looming/hovering over
 - Slamming objects