Bullying:
What You Need to Know

Handout

Presented by:
Hazel Osborn, MA

BULLYING

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Definition

Bullying is a **repeated** oppression, psychological or physical, of a **less powerful person** by a **more powerful person** or group of persons.

Statistics

- 56% of students have personally felt some sort of bullying at school. Between 4th and 8th grade in particular, 90% of students are victims of bullying.
- The most common reason cited for being harassed is a student's appearance or body size. 2 out of 5 teens feel that they are bullied because of the way that they look.
- 1 in 4 teachers see nothing wrong with bullying and will only intervene 4% percent of the time.
- A victim of bullying is twice as likely to take his or her own life compared to someone who is not a victim.
- One out of 10 students drop out of school because they are bullied.

- Source: DoSomething.org

3 Types of Bullying

- Verbal-
  - Teasing, taunting, name calling
  - Inappropriate comments
  - Threatening to cause harm
- Social –
  - Leaving someone out on purpose
  - Telling other children not to be friends with someone
  - Spreading rumors about someone
  - Embarrassing someone in public
- Physical – definition
  - Hitting/kicking/pinching/tripping/pushing
  - Spitting
  - Taking or breaking someone's things
  - Making mean or rude hand gestures

Bullying at any age

- Preschool

- Elementary School

- Middle School

- High School

Bullying and gender

- Bullies come in all shapes and sizes

- Boys tend to go for physical bullying
  - More situational

- Girls tend to go for emotional bullying
  - More premeditated
  - more likely to be involved in cyberbullying

- Bullying tends to take place along gender lines

Signs That Your Child is Being Bullied

- Withdrawal
- A loss of friends
- A drop in grades
- A loss of interest in activities he or she previously enjoyed
- Torn clothing
- Bruises
- A need for extra money or supplies

Strategies for Parents to Help Their Children

- Teach children to be assertive.
- Show kids safe ways to help others.
- Hold kids accountable.
- Get to know their friends.
- Encourage kids to participate in activities they enjoy

Strategies for Parents to Help Their Children – Socialization

- Be a good example
- Build empathy in your kids
- Help them develop key social skills
  - Set appropriate boundaries
  - Respect the boundaries of others
  - Reach out to others in friendship
  - Conflict Resolution
  - Communication – in person, written, telephone

Conversation Starters – Talk About It!

•What does "bullying" mean to you?
•Why do you think people bully?
•Who are the adults you trust most when it comes to things like bullying?

See Handout for Others.

Strategies for Youth

• Tell an adult.
  • Know how to interrupt a busy adult if the situation is urgent
• Talk it out.
• Walk away.
• Distract the bully with a joke.
• Avoid the bully.
• Hang out with friends.

Strategies if you witness bullying

Strategies for children witnessing bullying
• Tell the bully to stop.
• Help the victim walk away.
• Recruit friends to help the victim.
• Befriend the victim.
• Get an adult.

What if you suspect your child is a bully

- **Children may bully because:**
  - They want to copy their friends
  - Think bullying will help them fit in
  - Think they are better than the kid they are bullying

What to do:
- **Acknowledge the problem**.
  - Don't ignore or avoid the problem, acknowledge that you are aware of what is going on and open the lines of communication
- **Be a hands-on parent**.
  - Know who your child's friends are.
  - Monitor activities.
  - Work with the school, and keep communication lines open, if they have a prevention program, learn about it.

What if you suspect your child is a bully

- **Decrease violence at home**.
  - Turn off violent TV and video games.
  - Monitor your own behavior. What do *you* do when angry?
- **Teach positive behaviors**.
  - Reinforce kind, compassionate behavior
  - Teach empathy and respect
- **Seek professional help, if needed**.

*see handout for more information

Furthering Bullying Prevention

Adults should
- Supervise children on the playground, in the hallways, etc.
- Take immediate action when bullying is witnessed or reported
- Talk to the PTA, community groups, and school administrators to create and support bullying prevention efforts

When Your Child Reports Bullying to You

- Think before reacting
- Get the facts
- Remember that your child is watching you problem solve
- Role play to help your child walk away or report the incident
- Know the key personnel at your school to whom incidents should be reported
  - School counselor
  - Principal
  - Security personnel

School Interventions/Policies

- What is your school's reporting system

- Are there anti-bullying policies in place?

- What are the consequences for bullying?

Cyberbullying

Sources of Cyberbullying

- Social networks such as Facebook and MySpace
- Instant messaging such as AIM, MSN, or Yahoo
- Webcams and video chat services like iChat
- For the younger set, virtual worlds like Club Penguin, Webkinz, and Stardolls
- For boys and gaming girls, massively multiplayer gaming devices, like Xbox 360 and massively multiplayer online game (MMOG) sites, like Runescape
- Cellphones

Things Parents Should Do

- Make family rules – use a contract
- Try social networking sites yourself – use the service to communicate with your children
- All family members should use generic screen names and profile information so predators cannot use it to gather information.
- Require children to save IM and chat history for parent review
- Monitor child use – put computer in common area of the house

Congressionally Mandated Reporting Categories

- Possession, Manufacture, and Distribution of Child Pornography
- Online Enticement of Children for Sexual Acts
- Child Prostitution
- Sex Tourism Involving Children
- Extrafamilial Child Sexual Molestation
- Unsolicited Obscene Material Sent to a Child
- Misleading Domain Names
- Misleading Words or Digital Images on the Internet

www.CyberTipline.com
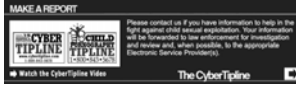
Resources

- "Cybersafety" archived presentation on NIH-ORS website
- http://childcare.ors.nih.gov

- NIH EAP Program
  - http://www.ors.od.nih.gov/sr/dohs/EAP

- Parenting listserv
  - Send an e-mail addressed to LISTSERV@list.nih.gov with the following text in the message body: **subscribe parenting_list your name** *(substituting your first and last name for your name).*

- Websites:
  - **www.stopbullying.gov**
  - **www.kidpower.org**
  - **http://www.pacer.org/bullying/**

Conversation Starters

- What does "bullying" mean to you?
- Describe what kids who bully are like.
- Why do you think people bully?
- Who are the adults you trust most when it comes to things like bullying?
- Have you ever felt scared to go to school because you were afraid of bullying? What ways have you tried to change it?
- What do you think parents can do to help stop bullying?
- Have you or your friends left other kids out on purpose? Do you think that was bullying? Why or why not?
- What do you usually do when you see bullying going on?
- Do you ever see kids at your school being bullied by other kids? How does it make you feel?
- Have you ever tried to help someone who is being bullied? What happened? What would you do if it happens again?

Source: stopbullying.org

Sample Letter to Report Bullying

_____ *(name of Principal)*
_____ *(name of school)*
_____ *(school address)*
_____

RE: _____ *(first and last name of child)*

Dear _____, *(name of Principal)*

My child, _____,*(first name of child)* is in the _____ *(grade level)* at _____ *(name of school)*. At school _____ *(s/he)* has been bullied and harassed by _____ *(name of harasser(s))*. This has occurred on _____ *(date or approximate period of time)* when _____ *(describe as many details of the incident(s) as can be recalled)*. When this happened _____ *(name of witness(es))* heard or saw it and _____ *(their response(s))*. We became aware of this incident when _____ *(describe how you were notified)*.

_____,*(first name of child)* was hurt by this bullying and harassment. _____ *(She/He)* had _____ *(describe physical injuries, emotional suffering and any medical or psychological treatment required)*. _____ *(Our/My)* child has the right to be in a safe environment at school so _____ *(s/he)* can learn.

Please send _____ *(me/us)* a copy of the District policies on bullying and harassment, investigate this problem and correct it as soon as possible. Please let _____ *(me/us)* know, in writing, of the actions you have taken to rectify the situation and to ensure it does not happen again.   I expect a response within 5 business days.

Thank you for your prompt attention to this serious problem.

Sincerely,

(sign in this area)

_____ *(your name)*

CC: _____ *(name of Superintendent of schools)*, Superintendent

(Sign and keep a copy for your records)

What if Your Child *IS* the Bully?

The word "bullying" often conjures up an image of a schoolyard scene, with a big, intimidating student towering over a small, cowering child. That's just one face of bullying—and of children who bully.

Another face of a bully might be…that of your child. Surprised? Many parents are. Often they have no idea that their child is harassing other children. Yet knowing the facts—and acting to change the situation—is vitally important in making the future safer for your child and all children.

Here's why. Children who bully suffer as much as those they target. They are significantly more likely than others to lead lives marked by school failure, depression, violence, crime, and other problems, according to experts. The message is clear: Bullying is too important to ignore.

Could your child be bullying others? Would you know? Once you found out, would you know what to do? Here is some information that can help.

What is bullying?

Bullying is different from the routine conflicts of childhood. It is intentional behavior that is meant to hurt and dominate another person. Characterized by an imbalance of power between the child who bullies and the target, bullying can be physical, verbal, emotional (social), or sexual. It includes harassment via e-mail and instant messaging.

Who does it?

Children who bully come in a variety of packages—the waif-like second grader, the big sixth-grade boy, the child with a disability, the popular girl, the loner. They can come from any background, race, income level, family situation, gender, or religion. Research has shown that despite their differences children who bully typically have one or more of the following traits. They may:

- be quick to blame others and unwilling to accept responsibility for their actions
- lack empathy, compassion, and understanding for others' feelings -
- be bullied themselves
- have immature social and interpersonal skills
- want to be in control
- be frustrated and anxious
- come from families where parents or siblings bully
- find themselves trying to fit in with a peer group that encourages bullying
- have parents who are unable to set limits, are inconsistent with discipline, do not provide supervision, or do not take an interest in their child's life.

If you see these traits in your child or hear from others that your child is bullying, you may want to look into the issue. If your child is bullying, take heart. There's a lot you can do to help correct the problem. Remember, bullying is a learned behavior—and it can be "unlearned." By talking with your child and seeking help, you can teach your child more appropriate ways of handling feelings, peer pressure, and conflicts. Here are some ideas.

Help your child to stop bullying

1. **Talk with your child.** Find out why he or she is bullying others. You might explore how your child is feeling about himself or herself, ask if he or she is being bullied by someone else, and invite discussion about bullying. Find out if your child's friends are also bullying. Ask how you can help.

2. **Confirm that your child's behavior is bullying and not the result of a disability.** Sometimes, children with disabilities bully other children. Other times, children with certain behavioral disorders or limited social skills may act in ways that are mistaken for bullying. Whether the behavior is intentional

bullying or is due to a disability, it still needs to be addressed. If your child with a disability is bullying, you may want to include bullying prevention goals in his or her Individualized Education Program (IEP).

3. **Teach empathy, respect, and compassion.** Children who bully often lack awareness of how others feel. Try to understand your child's feelings, and help your child appreciate how others feel when they are bullied. Let your child know that everyone has feelings and that feelings matter.

4. **Make your expectations clear.** Let your child know that bullying is not okay under any circumstances and that you will not tolerate it. Take immediate action if you learn that he or she is involved in a bullying incident.

5. **Provide clear, consistent consequences for bullying.** Be specific about what will happen if the bullying continues. Try to find meaningful consequences, such as loss of privileges or a face-to-face meeting with the child being bullied.

6. **Teach by example.** Model nonviolent behavior and encourage cooperative, noncompetitive play. Help your child learn different ways to resolve conflict and deal with feelings such as anger, insecurity, or frustration.

Teach and reward appropriate behavior.

7. **Role play.** Help your child practice different ways of handling situations. You can take turns playing the part of the child who does the bullying and the one who is bullied. Doing so will help your child understand what it's like to be in the other person's shoes.

8. **Provide positive feedback.** When your child handles conflict well, shows compassion for others, or finds a positive way to deal with feelings, provide praise and recognition. Positive reinforcement goes a long way toward improving behavior. It is more effective than punishment.

9. **Be realistic.** It takes time to change behavior. Be patient as your child learns new ways of handling feelings and conflict. Keep your love and support visible.

10. **Seek help.** Your child's doctor, teacher, school principal, school social worker, or a psychologist can help you and your child learn how to understand and deal with bullying behavior. Ask if your school offers a bullying prevention program. Bullying hurts everyone. Parents can play a significant role in stopping the behavior, and the rewards will be immeasurable for all.

Are you a cyberbully?

Source: http://www.stopcyberbullying.org/kids/are_you_a_cyberbully.html

Often, people who are victims are also bullies. Before you feel too bad for yourself, take the quiz below to find if you, too, are part of the cyberbullying problem! Rate yourself on the following point scale according to if, and how many times, you have done the below activities. Give yourself 0 points if you've never done it, 1 point if you have done it 1 or 2 times, 2 points if you have done it 3-5 times, 3 points if you have done it more than 5 times.

Have you ever...

____Signed on with someone else's screen name to gather info?

____Sent an e-mail or online greeting card from someone's account?

____Impersonated someone over IM or online?

____Teased or frightened someone over IM?

____Not told someone who you really are online, telling them to "guess"?

____Forwarded a private IM conversation or e-mail without the permission of the other person?

____Changed your profile or away message designed to embarrass or frighten someone?

____Posted pictures or information about someone on a Web site without their consent?

____Created an Internet poll, either over IM or on a Web site, about someone without their consent?

____Used information found online to follow, tease, embarrass or harass someone in person?

____Sent rude or scary things to someone, even if you were just joking?

____Used bad language online?

____Signed someone else up for something online without their permission?

____Used an IM or e-mail address that looked like someone else's?

____Used someone else's password for any reason without their permission?

____Hacked into someone else's computer or sent a virus or Trojan horse to them?

____Insulted someone in an interactive game room?

____Posted rude things or lies about someone online?

____Voted at an online bashing poll or posted to a guestbook saying rude or mean things?

Now calculate your total score:

0 – 5 Points: Cyber Saint

Congratulations! You're a cyber saint! Your online behavior is exemplary! Keep up the good work!

6-10 Points: Cyber Risky

Well, you're not perfect, but few people are. Chances are you haven't done anything terrible and were just having fun, but try not to repeat your behaviors, since they are all offenses. Keep in mind the pain that your fun might be causing others!

11-18 Points: Cyber Sinner

Your online behavior needs to be improved! You have done way too many cyber no-no's! Keep in mind that these practices are dangerous, wrong, and punishable and try to be clean up that cyber record!

More than 18: Cyber Bully

Put on the brakes and turn that PC/MAC/text-messaging device around! You are headed in a very bad direction. You qualify, without doubt, as a cyberbully. You need to sign off and think about where that little mouse of yours has been clicking before serious trouble results for you and/or your victim(s), if it hasn't happened already!

wired SAFETY Don't Stand By, Stand Up!

When people are bullied, there are often witnesses who see, hear or share the incident. These witnesses are called "bystanders." Sometimes they ignore what is going on. Other times they join in fearing they will be next if they don't. Maybe they just pass it on. Every time they watch a harassing video, visit a profile designed to attack someone or spread the hate, they fuel the bullying and cruelty. Cyber-harassment stops fast when bystanders refuse to play along.

Don't just stand there when you see cyber-harassment and cyberbullying...do something.

Stand up for the victim. Report it – Don't Support It!

We need to stop standing by and start standing up. Stand up for others who need our help and support. Do it for those who have been hurt by cyberbullies. Do it for those you care about. Do it to make the work a better place. Do what's right!

I, _____, promise not to be a bystander, but to stand up to cruelty, harassment and hate when I encounter it online.

1. I promise to be part of the solution, not part of the problem.
2. I won't reward cyberbullies with the attention they are seeking.
3. I will learn how to spot harassing behavior online, where to report it and how.
4. I will not sit by quietly when others are being hurt.
5. I will report what I see and not support it.

I am doing this because it's right. I hope that, by making this promise, I will (share what you hope to accomplish by taking the pledge):

_____

_____

I am doing this for (share who you are doing this for - yourself, someone you love, the Internet, victims, etc.):_____

Signed:_____Dated:_____

Or "fan" our Facebook Page, http://www.facebook.com/dontstandbystandup,

to take the pledge.

Internet Safety Pledge for Grades K-2

NetSmartz®

1. I will turn off my computer monitor right away and tell a trusted adult if anything makes me feel scared, uncomfortable, or confused.

2. I will tell my parents or guardian if anyone online asks me my name, my address, my telephone number, or the name and location of my school.

3. I will tell my parents or guardian if anyone online asks to meet me in person.

4. I will not use rude or mean language on the Internet.

Signed _____

_____

www.NetSmartzKids.org

NetSmartz®

Internet Safety Pledge for Grades 3–6

1. I will talk with my parents or guardian so that we can set up rules for going online. The rules will include the time of day that I may be online, the length of time I may be online, whom I may communicate with while online, and appropriate areas for me to visit while online. I will not break these rules or access other areas without their permission.

2. I will tell a trusted adult if I come across anything that makes me feel scared, uncomfortable, or confused. I will not download anything from anyone without permission from my parents or guardian.

3. I will never share personal information such as my address, my telephone number, my parents' or guardian's work address/telephone number, or the name and location of my school without my parents' or guardian's permission.

4. I will never respond to any messages that are mean or in any way make me feel scared, uncomfortable, or confused. If I do get a message like that, I will tell a trusted adult right away so that he or she can contact the online service. And I will not send those kinds of messages.

5. I will never meet in person with anyone I have first "met" online without checking with my parents or guardian. If my parents or guardian agrees to the meeting, it will be in a public place and my parents or guardian must come along.

Signed _____

Signed _____

www.NetSmartzKids.org

NetSmartz®
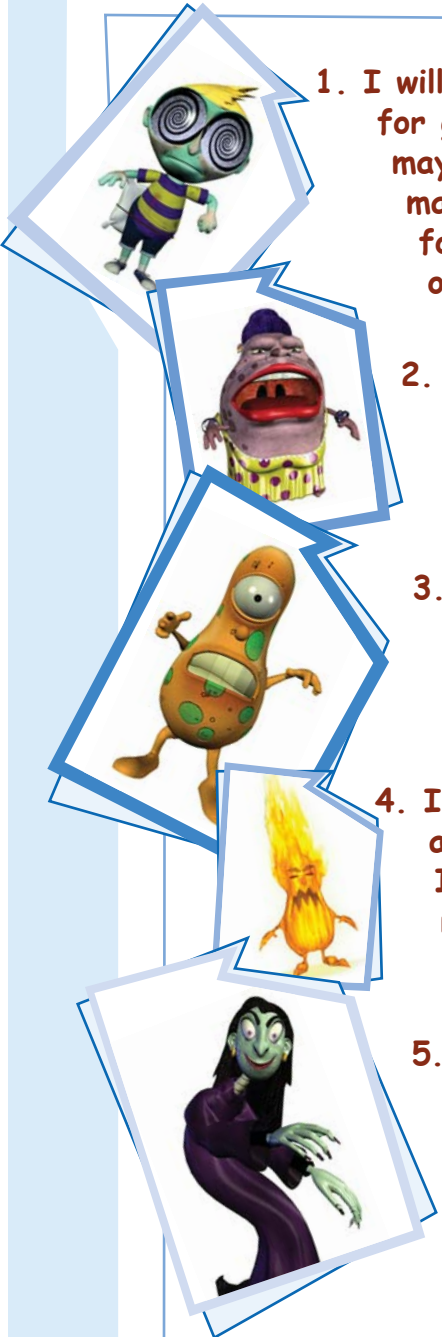
INTERNET SAFETY PLEDGE
for Middle & High School

I WILL TALK WITH MY PARENTS OR GUARDIAN ABOUT THEIR EXPECTATIONS AND GROUND RULES FOR GOING ONLINE

I will talk with my parents or guardian so that we can set up rules for going online. The rules will include the time of day that I may be online, the length of time I may be online, whom I may communicate with while online, and appropriate areas for me to visit while online. I will not break these rules or access other areas without their permission.

I will never download anything from anyone I don't know. In addition to offensive content, spam or junk E-mail may contain viruses that can damage my computer.

I WILL KEEP MY IDENTITY PRIVATE

I will never share personal information such as my full name, my mailing address, my telephone number, the name of my school, or any other information that could help someone determine my actual identity. I will also not reveal any personal information about my friends or family.

I will never send a person my picture or anything else without first checking with my parents or guardian.

I WILL NEVER RESPOND TO ANY ONLINE COMMUNICATION THAT MAKES ME FEEL UNCOMFORTABLE

I will tell a trusted adult if I come across anything that makes me feel scared, uncomfortable, or confused.

I will never respond to any messages that are rude or offensive in any way. I will show the message to a trusted adult right away so that he or she can decide if it's necessary to contact the online service or other authorities.

I WILL NEVER MEET IN PERSON WITH ANYONE I HAVE FIRST "MET" ONLINE WITHOUT DISCUSSING IT WITH MY PARENTS OR GUARDIAN

Since the biggest danger to my safety is getting together with someone I have first "met" online, I won't meet in person with anyone unless my parents or guardian agrees to the meeting, they will go with me to the meeting, and the meeting will be in a public place.

I WILL RESPECT OTHER PEOPLE'S RIGHTS WHILE ONLINE

The Internet is a large community; therefore, my behavior while on it affects others. I will always treat others the way I would like to be treated.

I will respect copyright laws and check on sources. When writing reports I will make sure that the online sources of information are credible, and I will always cite my sources.

Piracy is illegal and keeps authors, artists, and others from getting paid for their work. I will never download things such as pictures, games, music, or movies that have not been given to the public for free.

SIGNED _____   SIGNED _____

www.NetSmartz.org

INTERNET SITES

American Psychological Association:
Articles on bullying.
http:www.apa.org/topics/bullying/index.aspx

Bullying Prevention and Intervention:
Information for parents on bullying.
http://www.nasponline.org/resources/listingb.aspx

ConnectSafely:
Information for parents and teens on the impact of social networking.
www.connectsafely.org

IKeepsafe.org:
Information for parents to teach children the safe and healthy use of technology and the Internet.
www.iKeepsafe.org

InfoMontgomery:
A collaborative effort of public and private agencies to provide detailed information about health, education, and human resources for children, families, and adults.
www.infomontgomery.org

Los Ninos Abusivos Y Sus Victimas: Informacion Para Los Padres: Bullies and Victims: Information for Parents:
Bullying information in Spanish.
http://nasponline.org/crisisresources/spanish%20bullies.pdf

Montgomery County Public Schools:
Internet safety and cyberbullying information, videos, and resources. CyberSafety Hotline: 301-279-3669
http://www.montgomeryschoolsmd.org/info/cybersafety/

Montgomery County Public Schools:
Supports, services, and resources to help prevent bullying.
www.montgomeryschoolsmd.org/info/bullying/

National Education Association:
The ABCs of School Bullying; tips for parents and teachers.
http://www.nea.org/tools/14837.htm

National School Safety Center:
Information on the prevention of school crime and violence.
www.schoolsafety.us

National Youth Violence Prevention Resource Center:
Information on preventing violence committed by and against young people.
http://www.safeyouth.gov

NetSmartz:
Information on cyberbullying and internet safety.
www.netsmartz.org

Stop Bullying Now: Bully Safe Schools:
Practical, research-based strategies to reduce bullying in schools.
http://www.stopbullyingnow.com

Stop Cyberbullying:
Resources for parents and children.
www.stopcyberbullying.org

Take a Stand! Lend a Hand! Stop Bullying Now!
Information about bullying, as well as interactive videos and games for children.
http://takeastand.stopbullying.gov/kids/webisodes/default.aspx

United States Department of Education:
Articles on bullying (type "bullying" in the search box).
http://www.ed.gov/pubs

Recommended Internet Sites on Bullying

Source: Montgomery County Committee on Hate/Violence, 2011

MCPS CyberSafety: http://www.montgomeryschoolsmd.org/info/cybersafety/
Resources for parents, students and teachers [Source: Montgomery County Public Schools]

American Psychological Association: http://www.apa.org/topics/bullying/index.aspx, *Articles on bullying*

Bullies and Victims: http://www.nasponline.org/resources/crisis_safety/spanish%20bullies.pdf
Information on bullying in Spanish for parents [Source: National Association of School Psychologists]

Bully-Safe Schools: : http://www.stopbullyingnow.net/
Answers to frequently asked questions by parents and children [Source: An Indiana Non-Profit organization, sponsored by U.S. Department of Health and Human Services]

Bullying Prevention and Intervention: http://www.nasponline.org/resources/listingb.aspx
Information for parents on bullying [Source: National Association of School Psychologists]

ConnectSafely: http://www.connectsafely.org/
Information for parents and teens on the impact of the Social Web. [Source: Tech Parenting Group]

Cyberbullying Research Center: http://www.cyberbullying.us/
Provides up-to-date information about the nature, extent, causes, and consequences of cyberbullying among adolescents.

GLSEN http://www.glsen.org/cgi-bin/iowa/all/home/index.html
GLSEN, the Gay, Lesbian & Straight Education Network, is the leading national education organization focused on ensuring safe schools for all students. Established in 1990, GLSEN envisions a world in which every child learns to respect and accept all people, regardless of sexual orientation or gender identity/expression. GLSEN seeks to develop school climates where difference is valued for the positive contribution it makes to creating a more vibrant and diverse community.

IKeepsafe: http://www.ikeepsafe.org/
Information for parents to teach children the safe and healthy use of technology and the Internet. [Source: IKEEPsafe – a nonprofit international alliance of policy leaders, educators, law enforcement members, technology experts, public health experts and advocates]

InfoMontgomery: http://www.infomontgomery.org/Pages/Browse/ServiceType.aspx
Data base of resources, services, and programs for children, families, and adults. [Source: Montgomery County, MD government]
National Education Association: http://www.nea.org/ Articles on bullying and prevention (type "bullying" in search box)

National School Safety Center: http://www.schoolsafety.us/ *Information on the prevention of school crime and violence*

National Youth Violence Prevention Resource Center: http://www.safeyouth.gov/Pages/Home.aspx
Resources and information on preventing violence committed by and against young people [Source: a national initiative, led by the Centers for Disease Control and Prevention (CDC)]

Netsmartz: http://www.netsmartz.org/
Cyberbullying Information on cyber bullying and internet safety [Source: National Center For Missing and Exploited Children]

Rockin' the Rage http://www.rockintherage.org/home/ *A non-profit charitable organization with a mission centered on creating a national paradigm shift towards refocusing attention on kindness.*

Stop Cyberbullying: http://www.stopcyberbullying.org/index2.html
Resources for parents and children [Source: A program of Parry Aftab and the Wired Safety Group]

Take a Stand! Lend a Hand! Stop Bullying Now! http://mchb.hrsa.gov/programs/bullying/ and www.stopbullying.gov
Information, videos, and games about bullying for children [Source: U.S. Health Research Services Agency and other government agencies])

The Trevor Project http://www.thetrevorproject.org/ *The leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth.*

United States Department of Education: http://www2.ed.gov/about/pubs/intro/index.html
Articles on bullying (type "bullying" in search box.)

NO to Bullying!

Do you need help finding quality child care?

1-800-777-1720

NIH employees and contractors have free unlimited access to the NIH Child Care Resource & Referral Service.

A Work/Life Specialist can help you to assess your family's needs and find resources on a range of topics, such as:

- **Evaluating care options**
- **Finding licensed providers**
- **Child Care Centers**
- **Family Child Care Homes**
- **Nanny care**
- **Pre-schools & Nursery**

- **Before & after school care**
- **Back-up care**
- **Summer camp**
- **Adoption resources**
- **Special needs resources**
- **College planning**

This program is sponsored by
NIH Office of Research Services
Division of Amenities and Transportation Services

For more information, visit:
http://childcare.ors.nih.gov

This program is administered by LifeWork Strategies, Inc.

Presenter Bio

Hazel Osborn, M.A.

Hazel Osborn holds degrees in psychology, sociology, and anthropology, and a graduate degree with a focus on research in work balance issues. Since 1991 she has worked in the DC metro area offering consulting and training seminars on a variety of workplace issues with a focus on personal and professional growth. She has provided services to over sixty corporations as well as hundreds of family care facilities. She has published several articles in professional journals, several adult training curricula and newsletters, and two books. Hazel also works with LifeWork Strategies to deliver training and parent coaching.