

Coping with Bullying and Harassment

Bullying may occur at work, at home, or in your personal relationships. Whether you're dealing with in person or online harassment, these tips may help:

- ▶ **Speak up.** Whether you are the target of a bully or witness it happening to someone else, it's important to say "Please stop" or "This behavior isn't okay." While speaking up may not stop the bully, it sets a clear boundary about what you find acceptable. In addition, saying something will help others recognize when you are uncomfortable or in need of assistance.
- ▶ **Don't engage.** If you respond to a bully with insults or anger, it will only escalate the behavior. You might be accused of harassment, too.
- ▶ **Retreat.** The best way to deal with a bully is to walk away. If the person follows you, say "Stop" or "Please leave me alone" in a clear voice. If removing yourself from the situation isn't an option, put as much physical space between you and the bully as possible.
- ▶ **Ask for help.** At work, reach out to your supervisor, manager, or Human Resources. If the bully is part of your personal life, ask friends or family members for support or reach out to domestic violence resources, such as LifeMatters. Report physical threats or property damage to local law enforcement.



- ▶ **Report social media harassment.** Most social media apps have built-in processes for reporting when you or another person is being bullied, harassed, or threatened. Avoid responding to harassers or "troll" accounts, as it will likely escalate the attacks. Block accounts that are engaging in disrespect or harassment.
- ▶ **Document.** Often, bullies will engage in a pattern of harassment that escalates over time. If the behavior is occurring in person, keep a list of what was said or done, including dates and times. If online, take screenshots of harassing behavior. Keeping track of these incidents may be helpful if you need to seek help with addressing persistent harassment.

LifeMatters is available 24/7/365 to help you cope with bullying or harassment. Call today.

Call **LifeMatters®** by Empathia toll-free anytime. **1-800-367-7474**

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