

## D) CISM / Peer Support CAN HELP YOU WITH BULLYS

- Research shows that people will heal and recover faster from stress by responding to stress appropriately; this is the basis of peer support. Peer support can be as informal as "talking it over" with a trained peer or with a group. Even if you do not want to speak about the incident there is still value in listening to others speak about it. It is **entirely voluntary**, but highly encouraged to participate.
- CAP Peer Support can be considered emotional **first-aid** to help a CAP member's normal coping skills. It is always confidential, supportive, and respectful; it is performed by a peer supporter – a CAP member just like you who knows how to get you the help you need.
- All people who undergo a traumatic or critical incident are affected. Talking and going through a CISM / Peer Support is a sign of strength and maturity because it means that you are taking an active role in your health.
- CISM is a proven process that will help you heal and return to your previous state of health by talking (or listening if you choose not to talk) about the normal process your mind goes through after an incident or trauma.

### Requesting Help (24x7)

- **If you would like to speak with a CAP Critical Incident Stress Management / Peer Supporter contact your Chain of Command, Wing CISM Officer, OR call the CAP National Operations Center at 888-211-1812 ext 300 (24x7) who will coordinate with the appropriate help that best fits your needs. Just say you want to talk to the CISM Team. You don't need to tell why.**
- **If you want to speak confidentially with a suicide phone coach call the suicide prevention lifeline at 1-800-273-8266 or text for free at 838255.**

**This document may be used by CISM, Medical, Health Services, Nursing, or Safety Officers as one way to satisfy the monthly safety requirement.**



## Critical Incident Stress Management (CISM) / Peer Support Monthly Training – March 2015 Anti-Bullying

Both CAP Senior and Cadet Members can be bullied or harassed. CAP does not allow any bullying or harassment at any CAP activities or between members "off duty" whatsoever. If you see bullying, respond by saying "**STOP bullying**" and report it immediately to a person in power (Squadron Commander, Parent/Caregiver, CAP CISM Team member, or School official).

### What is bullying?

- **Unwanted aggressive behavior**
- **That is a real or perceived power imbalance**
- **Usually occurs or is intended to occur more than once**
- **With a goal of ultimately controlling or harming another. Some people call bullying, hazing and in some forms, it is harassment.**

### A) Types of Bullying:

1. **Verbal Bullying:** speaking or writing (cyber bullying, when done on-line) means things about someone like teasing, name-calling, sexual comments (also considered sexual harassment), taunting and threatening to cause harm.
2. **Social Bullying:** intentionally hurting someone's reputations or friendships like excluding someone, spreading rumors, intentionally embarrassing someone, or asking someone to not be friends with someone.
3. **Physical Bullying:** hurting a person's body or possessions like spitting, pushing, hitting, pinching, destroying someone's property, or making mean, rude, or threatening hand gestures,

This document is informational in purpose. This guidance is not intended to take the place of medical advice.

## **B) Stop Bullying you observe on the Spot**

(adapted from [www.stopbullying.gov](http://www.stopbullying.gov))

When Senior Officer's respond quickly and consistently to bullying behavior, they send a message that it is not acceptable. Research shows this on the spot correction can stop bullying behavior over time. There are simple steps that members can take to stop bullying on the spot and keep all members safe.

### **Do:**

- Intervene immediately. It is ok to get another member to help.
- Separate the members involved.
- Make sure everyone is safe.
- Meet any immediate medical or behavioral health needs.
- Stay calm. Reassure the members involved, including any bystanders that everyone is safe.
- Model respectful behavior when you intervene.
- Get the facts and then come up with a reasonable plan for apologizing and making amends.

### **Avoid these common mistakes:**

- Don't ignore it. **INTERVENE. Be a hero.**
- Don't immediately try to sort out the facts.
- Don't force other members to say publicly what they saw.
- Don't question members involved in front of other members who were involved; talk to them separately to get the facts.

### **Get police help or medical attention immediately if:**

- A weapon is involved.
- There are threats of serious physical injury.
- There are threats of hate-motivated violence, such as racism or homophobia.
- There is any bodily harm.
- There is sexual abuse.
- Anyone is accused of an illegal act, such as robbery or extortion—using force to get money, property, or services.

## **C) If you are a target of bullying:**

- It is not your fault.
- The **buddy system** (recruiting a friend to be with you) is one of the MOST EFFECTIVE strategies against a bully.
- **The first line of defense against a bully is self-confidence. Practice increasing self-confidence by:**
  1. **Standing up straight** which embodies the quote “never bend your head. Always hold it high. Look the world straight in the face” by Helen Keller. This reduces the chance you will be seen as a target.
  2. **Being an optimist** in all situations, which embodies the quote “whatever we expect with confidence becomes our own self-fulfilling prophecy”. Additionally, people will gravitate to you because of your optimism.
  3. **Facing your fears** is likely the single quickest way to develop self-confidence lasting which is embodied by the quote “the way you develop self-confidence is to do the thing you fear” by William Jennings Bryan.
  4. **Envisioning yourself being heroic** (however you wish to do so in your mind) which embodies the quote that “confidence is courage at ease” by Daniel Maher.
- **The second line of defense is a snappy or funny comeback; if this will escalate the situation, do not do this. An example is:**  
Agreeing with the bully for the sake of de-escalation: “Seriously right? I am a mess.”
- If someone starts physically bullying you, don't fight back because that will just escalate the situation and many people have died or been physically hurt defending their egos. Your best defense is deescalating the situation and later telling a trusted person in power (Squadron Commander, CAP OIG, CAP Critical Incident Stress Management Team member, School Official, or Parent/Caregiver).
- Realize that bullying behavior is because the bully is typically insecure and want to make themselves feel better; however bullies are made, not born, and can change over time if they are mindful and committed to change.
- No one deserves to be bullied. Bullying is not a part of growing up; it is an aggressive negative behavior where someone wants to dominate another person.