

# Bullying vs. Conflict

## Conflict

- Involves people with similar degrees of 'power'
- Mutual disagreement or difference
- Reciprocal – both parties participate in the conflict
- Both parties are to some degree responsible for the wrongdoing
- Can be resolved by compromise or negotiation
- Includes disagreement, fights, arguments
- Changes behavior when asked
- Apologizes and learns from misbehavior

## Bullying

- Involves an imbalance of 'power'
- Involves one party exerting their needs through power
- One sided, typically instigated by one party
- Involves hurtful behavior of one party against another
- Bully is responsible for the wrongdoing
- Resolution involves a change in the behavior of the bully; the victim has no concession to make
- Intent to physically or emotionally harm someone
- Persistent, Ongoing