



From the Classroom to the Boardroom: Addressing Bullying Behaviors

Background:

Youth who identify as LGBTQ+ experience verbal, physical, and social bullying at alarming rates in schools across the US. That experience impacts a student's sense of safety and belonging, leads to lower achievement, and increases the likelihood of risky behavior. But what happens to people who exhibit bullying behavior as youth when they grow up? Research suggests that schoolyard bullies often continue their intimidating and exclusionary behavior in the workplace. And employees who identify as LGBTQ+ are often the targets for exclusionary behavior, intimidation, discrimination and harassment.

Join PFLAG's Straight for Equality program to discuss the similarities—and differences—between schoolyard bullying and workplace intimidation. Participants will discover what strategies are being used in schools to prevent and stop bullying and how they may be adapted for the workplace, identify ways to identify and mentor employees who report these experiences (and prevent more from developing), and put learnings to work to prepare individuals to become agents of inclusion in their workplaces.

Content Overview:

- Review PFLAG National's history and involvement working with schools to minimize the negative experiences of youth who identify as LGBTQ+
- Clarify why the term bullying may not be appropriate when discussing exclusionary behavior in the workplace and suggest new language to help address the issues that employees who identify as LGBTQ+ face
- Compare and contrast what research teaches us about bullying and harassment in schools and what we know about the impacts of an unwelcoming workplace culture
- Consider the strategies, resources, and tools used by parents and teachers to address bullying and schools and adapt them in order to create more inclusive workplace environments
- Learn from research focused on bullying and schools about what organization-level changes really work

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| Recommended Session Length: | 90 minutes |
| Target Audience: | General audience |
| Participant Materials: | Handout, online resource page |
| Additional Information: | This learning session is available in an interactive webinar format. 75 minute and 60 minute versions also available. A cross-network version of this workshop designed to highlight intersections and inspire collaborative efforts is available. |

For more information on this session, contact Jamie Henkel, Learning & Inclusion Manager, by e-mailing jhenkel@pflag.org or call (202) 657-6998.

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