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|  | **From the Classroom to the Boardroom Addressing Bullying Behaviors** |

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| **Session Description:**  What happens when people who exhibit bullying behavior as youth grow up? Research suggests that schoolyard bullies often continue their intimidating and exclusionary behavior in the workplace. Participants will discuss the similarities—and differences—between school bullying and workplace intimidation. We’ll also discover what strategies schools are using to solve the issue and how those strategies can be adapted for the workplace. Finally, we’ll identify ways to mentor those impacted by bullying, prevent more people from bearing the brunt of bullying behavior and offer ways to model inclusive leadership at the personal and organizational levels. |

**Starter questions:**

1. If you feel comfortable, can you share a personal example of when you felt excluded at work and how that made you feel?
2. How do you differentiate between exclusionary behavior at work that has to do with interpersonal issues (e.g., personalities, working style, working relationship) and that has to do with holding a marginalized identity?
3. Are there times where intervening in the moment is absolutely necessary? What about times where having a one-on-one conversation after the fact is absolutely necessary?