

BULLYING ACTION GUIDE FOR THE TEC COMMUNITY



CONTENT

Definition of school bullying or school harassment

Reference framework

**Action Guide for the Tec Community: professors,
collaborators and students**

Important considerations

DEFINITION OF SCHOOL BULLYING

Bullying, also known as school harassment, **is the set of aggressive, repeated, and unacceptable behaviors that are generated within an educational environment.** Whoever engages in this type of behavior repeatedly resorts to physical or psychological abuse or aggression against a student.

Whoever incurs in bullying, subdues, controls, frightens or intimidates at least one of his classmates, in order to unduly obtain something from the person attacked or simply satisfying a desire to attack and destroy, without further expectations.

Bullying involves a continuous repetition of teasing or aggression and can lead to the total exclusion of the victim.

(UNICEF, 2015).

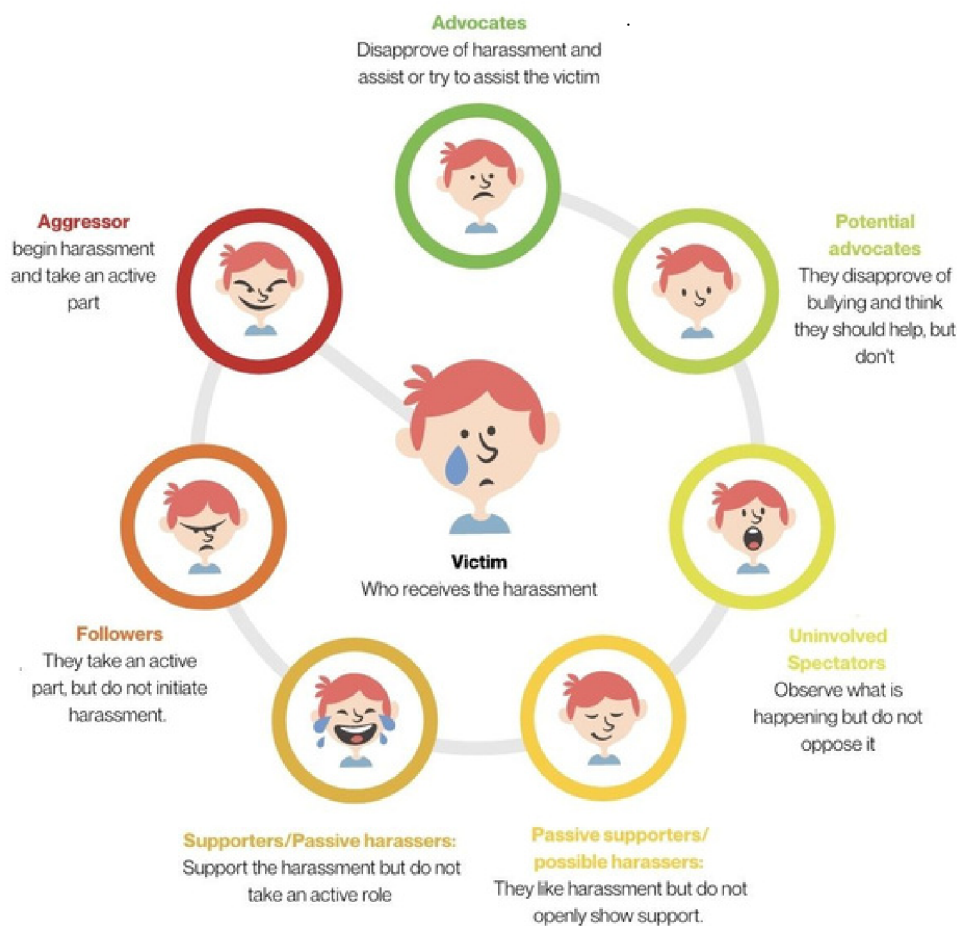
REFERENCE FRAMEWORK

Bullying refers to any intentional, targeted, and frequent conduct that occurs among members of the student community and in the school environment in order to **subdue, exploit** and **cause harm**.

Bullying is distinguished from other situations of violence by having three fundamental characteristics: **intention, repetition, and duration**.

It is important to consider that in the dynamics of bullying, attention should not only be focused on the aggressor but on **all the figures involved** in the school environment, taking into account that **the same person can play one or more roles: bully, victim, and witness**.

(UNICEF, 2015)



ACTION GUIDE FOR THE TEC COMMUNITY

TEACHERS, COLLABORATORS AND STUDENTS

If you observe a student assaulting another student, report them...

Step 1: Confirm that the descriptive elements to be considered bullying are met: violent and threatening behavior, repetition and inequality between the aggressor and the affected person.

- There is physical and/or psychological abuse
- The abuse or contact is deliberate
- The aggressor subdues, controls and/or frightens/intimidates with their behavior
- There is a continuous repetition of teasing or aggression*.

Note: If the aggression occurs only once or does not meet all the elements to classify it as a situation of bullying, then it can be classified as a disciplinary offense that will have a consequence according to the General Student Regulations (RGE).

In case these behaviors are based on gender-based violence or due to violation for belonging to historically discriminated groups, contact the Human Dignity Attention Point.

Step 2: File a written report through the [ETHOS platform](#) (available in MiTec). You can also report through the [Student Well-being](#) area of your campus and/or the [TQueremos Line 800 813 9500](#).

When in doubt, report.

*

Physical harassment; when there is pushing, kicking, or aggression with an object.

Verbal harassment; when there are insults or humiliations.

Psychological harassment; when the aggressive behaviors are aimed at reducing the self-esteem of the person being harassed.

IMPORTANT CONSIDERATIONS



- If you haven't done so, get trained as an "Active Witness". If you are a faculty or staff member, you can access the [Be An Active Witness](#) training through Success Factors. For students, check with [Student Well-being](#) at your campus.
- Consider that at any time you can channel the victim to the [Student Well-being](#) area on campus or to the [TQueremos Line: 800 813 9500](#) to receive emotional, medical, or legal support.
- To follow up on a situation of violation of human dignity, contact your point of attention on campus or write to: escuchandote@tec.mx
- Check the [General Student Regulations, available through MiTec.](#)
- According to the Secretary of Public Education, a student:
 - Has the right to live in peace.
 - Has the right to be treated with respect and to be protected from risky situations.
 - They also have the right to receive an education in which they learn to live together, to continue learning, to be a better person every day and to develop their potential.



Be an Active Witness!
For a community without bullying.

Your role as part of the Tec Community is vital. Be an active witness and help us prevent these situations from escalating by reporting in a timely manner.

If you have any questions or comments, you can contact [Student Well-being](#) or LiFE at your campus.

Document prepared by:

- Directorate of Student Well-being (LiFE)
- Center for Human Dignity Recognition
- Legal Department of Tecnológico de Monterrey

References:

- [General Student Regulations \(RGE\) of the Tecnológico de Monterrey.](#)
- [Ministry of Public Education \(2015\). Protocolo de actuación en situaciones de bullying. San José, Costa Rica: UNICEF.](#)
- [Ministry of Public Education. Acoso Escolar. Mexico City, Mexico. Poder Judicial CDMX. \[https://www.poderjudicialcdmx.gob.mx/acoso_escolar/\]\(https://www.poderjudicialcdmx.gob.mx/acoso_escolar/\)](#)