



What is the difference between Conflict and HIB?

NORMAL CONFLICT	<u>HIB (Harassment, Intimidation, Bullying)</u>
<ul style="list-style-type: none"> • Conflict is a disagreement or argument in which both sides express their views. • There is equal power between all those involved. • Conflict includes disagreements, arguments, and fights. • During a conflict, name-calling, threats and other conduct that might look like bullying can occur. • Generally, people stop and change their behavior when they realize it is hurting someone. • Conflict is a normal part of growing up and life. • Even though it can cause us stress and can hurt, conflict is not bullying. 	<ul style="list-style-type: none"> • HIB is one-sided. • One or more students are victims of unwanted or uninvited aggression, as the behavior applies to the definition of harassment, intimidation and bullying in the ABR. • The aggressor’s behavior would lead a person to reasonably believe that the aggressor is motivated by a desire to physically or emotionally hurt someone • The aggression is motivated by a distinguishing characteristic such as race, gender, gender identity, sexuality, ethnicity, ancestry, or disability. • Bullying victims have a hard time defending themselves.