



From the Classroom to the Boardroom: Addressing Bullying Behaviors

Background:

Many of us know that LGBTQ youth experience verbal, physical, and social bullying at schools across the US based on their sexual orientation and gender identity or expression. 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. Research also suggests that LGBTQ employees 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, discover what strategies are being used to solve the issue in schools 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 LGBTQ youth
- 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 LGBTQ employees 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

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) 467-8180 ext. 210.

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