

## DIFFERENCES AND SIMILARITIES BETWEEN ABUSE, BULLYING AND HARASSMENT

When considering how to respond to abuse, bullying and harassment, we must first understand the underlying differences and similarities between these categories of behaviour.

|                                 | <b>ABUSE<br/>(AND NEGLECT)</b>   | <b>BULLYING</b>  | <b>HARASSMENT</b>   |
|---------------------------------|--|--|---|
| <b>Basis for Violence</b>       | ■ misuse of power  | ■ misuse of power  | ■ misuse of power   |
| <b>Types of Violence</b>        | <ul style="list-style-type: none"> <li>■ emotional abuse</li> <li>■ physical abuse</li> <li>■ neglect</li> <li>■ sexual abuse</li> </ul>   | <ul style="list-style-type: none"> <li>■ verbal</li> <li>■ physical</li> <li>■ relational</li> <li>■ reactive</li> </ul>             | <ul style="list-style-type: none"> <li>■ racism</li> <li>■ disability harassment</li> <li>■ sexual harassment</li> <li>■ abuse of power and authority</li> <li>■ criminal harassment</li> </ul>     |
| <b>Legislation and Policies</b> | <ul style="list-style-type: none"> <li>■ Convention on the Rights of the Child (CRC)</li> <li>■ provincial/territorial Child Protection Acts</li> <li>■ <i>Criminal Code</i></li> <li>■ organization's policies</li> </ul> | <ul style="list-style-type: none"> <li>■ CRC</li> <li>■ <i>Criminal Code</i></li> <li>■ organization's policies</li> </ul>           | <ul style="list-style-type: none"> <li>■ CRC</li> <li>■ Human rights legislation: federal, provincial and territorial</li> <li>■ <i>Criminal Code</i></li> <li>■ organization's policies</li> </ul> |
| <b>Victims</b>                  | <ul style="list-style-type: none"> <li>■ any child or youth as defined by Child Protection Acts</li> <li>■ male or female</li> </ul>   | <ul style="list-style-type: none"> <li>■ any person, but most frequently are children and youth</li> <li>■ male or female</li> </ul> | <ul style="list-style-type: none"> <li>■ any person in Canada 12 years of age and older</li> <li>■ male or female</li> </ul>  |
| <b>Perpetrators</b>             | <ul style="list-style-type: none"> <li>■ people who are in positions of trust and authority over children and youth</li> <li>■ male or female</li> </ul>   | <ul style="list-style-type: none"> <li>■ any person, but most frequently are children or youth</li> <li>■ male or female</li> </ul>  | <ul style="list-style-type: none"> <li>■ any person in Canada 12 years of age and older</li> <li>■ male or female</li> </ul>  |
| <b>Mandate</b>                  | <ul style="list-style-type: none"> <li>■ protection issue</li> <li>■ justice issue if criminality has occurred</li> </ul>  | <ul style="list-style-type: none"> <li>■ relationship issue</li> <li>■ justice issue if criminality has occurred</li> </ul>          | <ul style="list-style-type: none"> <li>■ rights issue</li> <li>■ justice issue if criminality has occurred</li> </ul>   |
| <b>Philosophy</b>               | ■ victim is blameless  | ■ victim is blameless  | ■ victim is blameless   |

Fairholm and Ferguson, 2002