

## **Carter Hargrave Anti-Bullying Program**

### **Dealing With The Bully**

There are three ways of dealing with a bully.

1. Ignore the problem
2. Smack the bully
3. Document the problem and attempt to get the authorities to help

If you ignore the problem it may or may not go away. First you must understand the mind of the bad guy / bully. Bullies only pick on those they think are defenseless against them. They are always cowards and will not mess with anyone who would retaliate against them in any way.

If everything stays the same in the bully scenario the bullying will most likely continue long term.

I know that is not good news, its just the way these situations always work unless a new factor is introduced into the arena. Sometimes they find a weaker target than you, or the person you care about, and start bullying them, thus moving on for the time being.

Now, let's clarify the situation. The person being bullied does not have to be weak at all. It is the perception made by the bully that the target is weak. A great example of this is the way countries are perceived worldwide. If you are perceived as a weak country, there is always someone jacking with you.

If the bully country knows that if they mess with you there will be physical repercussions, then no bullying will likely occur. Many countries have short memories so displays of strength are sometimes needed to refresh memories or to prove weakness has not set in. Now all things being understood, and the people involved being rational thinkers, people and countries leave each other alone. Now enter stupid. You can't predict stupid. Stupid does irrational things that aren't necessarily in the best interest of stupid. They just can't help being stupid. Politics aside, take the country of Israel for example, a very small country, surrounded by very large countries. They would be a perfect target in the bully world, all things being equal. However, things are not equal. Israel learned that it did not like being bullied or having its people killed. So it became very strong physically and militarily. Anytime they have been attacked in recent times Israel has hammered the bully. Larger country attacks, BAM, attacker harmed many times over what they had done.

So the perception is, if you bully Israel you get jacked up. Not only is the above a perception, it is a proven fact. Then why do they keep getting attacked? Enter stupid. See what I mean.

So for our needs we use the perception. We must either appear strong, or demonstrate strength. But be aware that stupid could come at us anyway. But for the most part we will be left alone, as long as we don't appear to be a victim, or weak.

So we have a bully that is usually larger than us, trying to prove something, who knows what, it doesn't matter to us. We just have to make it stop.

While I am not an advocate of violence, especially at school (if victim is school age), sometimes it's just what the doctor ordered. No bully wants to mess with someone who can cause them pain in any way.

I have trained many students who are or have been bullied. I have been bullied as a child, hence all the black belts, now I only get bullied by stupid people and that doesn't last long as I don't ignore the bully, I go for justice.

I am no Dr. Phil, with feel good solutions that take forever to help, with countless sessions and help from others. I am an expert in bully behavior and know how to deal with them. I am not a confrontational person as that is not my personality, but I can, when it is required with little effort.

When a bully gets in your face knock them in the nuts. Take them to the ground. Embarrass them in public. Humiliate them in any way possible. Make it grand and make it noticeable. Permanent physical damage is not necessarily required, just pain. They must associate messing with you or a loved one with pain. It is that simple and it always works.

Bullies are everywhere, all shapes and sizes, and you deal with them the same way, from a position of strength, even if you have little strength. Even the weak have strengths. If you don't have strengths, get some! I have trained many weak students who could not hold their there head up long enough to look someone in the face, let alone the eye, to strong, productive, fearless people.

While I was coming up in the martial arts as a young student, there were bullies in the Dojo. Remember I said they were everywhere. I was a mid level colored belt and there was a large man who outranked me who was always hurting the other students in class during sparring. Always using more force than was needed on lesser students, including women and children. I made up my mind the next time we faced off I was going to tear this bully up no matter what it took. I had little skill, but I decided once I started on him I was just going to keep going until I could no longer continue.

As predicted the bully came charging like a bull. He was large and very overweight. I met him like two trains colliding, ducking my head and punching him continuously in the stomach. I backed that big sweaty bull across the mat, giving him a surprise and a well needed beating in front of the class. He never bullied anyone ever again. All it takes is that one time in public. (The downside is that I hurt myself with the punches on his fat stomach, but, I did not let anyone know. I was punching so far into his belly fat that his fat came around my hand pads bending both my thumbs in, breaking them. It was worth it!)

Another time later on things were a little more serious. I was a brown belt, just under black, at a full contact school that had many of out of state visitor students and teachers. I was going to go up against this a guy who reminded me of and looked like Mike Tyson. When we approached each other he said quietly "to get ready he was going to kill me". I got closer to him and said "Yeah you will probably beat me, but I swear to God that the last thing I do will make you limp for the rest of your life". I meant it, he knew I meant it, I had the ability to back it up and he perceived that I had the ability to back it up. The fight went smooth and no one got hurt.

Back to today, I have transformed hundreds of victim's lives, whether they have come to me directly or through parents. Parents ask: "We have tried everything can you help us?" My answer is this: "Yes, but your child will more than likely be suspended from school for a few days, but the bullying will stop." I haven't been wrong yet. And the thing I haven't quite figured out is that most times the former victim and the bully become friends. Who knew?

The third way is to document the heck out of what is going on. I mean tons of paperwork, pictures, things you think are unimportant, always include that too. Take your case to the school, the teacher, the principal. Always take notes or record the meetings. Things like this go a long way in showing the authorities you are serious.

If the school won't help, start contacting and flooding the school board with correspondence. The squeaky wheel always gets the attention, and out of sight is truly out of mind. Don't give up. Camp out until they either help or say they won't help. Try to get documentation of them saying they can't or won't help. That looks awesome for them down the road for a multitude of legal possibilities.

Currently I am hearing more and more from parents that the authorities will not help them. So, if that is the case I point you back to number two. SMACK!

The workplace is much more complicated and yet simple. Politics are a huge problem in that when you are forced to take action it can be like a nuclear bomb. Many times there is no middle ground. Here are some suggestions.

You can ask around if others are having an issue with the bully person. If you can get notes or emails about them saying that they too are having issues, that would be helpful, just don't tip them off that you are going to go up the chain of command or the help from others will stop instantly and most likely they will warn others about you; not what you wanted at all.

Once armed with some info, you can go to your supervisor or the bully's supervisor. All situations are different, but.... I think doing both at the same time works best. That way it doesn't appear as if you are going over your bosses head when you say; I have tried talking to everyone (including the bully's boss) to get help, as they are affecting everyone's job and productivity, for some personal issue that the bully is having.

Make it clear you don't want to file a formal harassment complaint with human resources. When you say that, all they think is wow, I have to do something before HR gets involved in this mess meaning I didn't have the ability to do my job and take care of my people. You made no threats. You stated your case with evidence, and remained calm and cool. You after all are a professional.

Now for those of you who may want to know the why of the bully. There are two general profiles of bullies per psychologists and psychiatrists.

1. Bullies feel that they have little power over their lives; therefore they want to exert power over the victim's life, whenever and wherever possible, in an attempt to regain a sense of power and esteem. They feel a sense of power when they take power from others.
2. Some bullies have experienced forms of abuse in their lives. They have been bullied or abused physically, sexually, or emotionally / psychologically.

Bullies that have been abused now have the tendency to pass on abuse. That is why for school age bullying issues the problem often lies with the parents of the bully, therefore the parents are no help and if confronted will become antagonistic and abusive themselves, exposing the root of the problem. We see this play out time and time again on the news in the tragic bullying events where the victim has committed suicide.

It is vital that the victim understand that suicide is not an option, and that there is a light at the end of the tunnel. The young victims have little life experience to know first hand that life has highs and lows and that things change. When things are bad and seem hopeless, they will get better over time. The anti bullying plan set forth here just reduces the time the cycle takes to become better. If no action is taken it can take several years to get better, and that is just not an acceptable time frame.

### **Action Plan**

1. Don't ignore the problem
2. Identify the bully and all those involved
3. Make a plan to gather information
4. Document all the incidents, no matter how small you think they are. Use the incident form that I have supplied.
5. Make copies of all evidence of abuse, whether paper copies, save them on hard drive, thumb drive, external drives, Dropbox (that way no one can destroy or steal evidence, which happens frequently, and of course, when you least expect it, thus ending your case against the bully). Texts on your cell phone are allowed in court. You may also forward the texts in many cases to email addresses.
6. Make a witness list to the bullying
7. Gather any statements or emails discretely from witnesses. Don't share your plans to seek justice as those who were helping may decide they don't want to be "involved".
8. Research your local bullying and stalking laws and ordinances
9. Gather the contact information for schools, principals, school boards, and in your situation possibly supervisors, human resources for workplace harassment, business contact information as needed.
10. As a self defense teacher I always recommend getting some serious fighting training. Even if force is not needed, the physical and psychological benefits are huge.
11. Contact the higher ups about what is going on. Our goal is to make our problem their problem. If they don't think it's their problem then nothing will get done. Document as much contact with the authorities, no matter whom they are, as much as possible and try to force them to provide some sort of evidence of their action or inaction. Evidence of inaction is in most cases negligence on their part.

This is where we must be creative. Check local wire tap and recording laws as you may want to do some recording of conversations to have a record of what is being said to you. Many times you get the "there is nothing we can do" blow off response. Later, if you have a recording, you have proof that they knew about the problem and refused to help.

If the law does not allow for recording without knowledge or consent of the other party, come in and set your recording device or phone out in the open and state: "I am recording our conversation for the police report, if that is ok with you?". This does two things, first it puts them on legal notice that this is a very serious matter, and second, forces them to either allow the recording of the meeting, or to deny the recording of the meeting, giving the appearance that they are trying to hide something.

If the latter takes place, just say that (state the persons name and title) has denied your request to document the meeting regarding the bullying and harassment case of (state name of victim). This appears to those on the outside that the individual or individuals are hiding something, even if they are not. This also takes the pressure up a notch, as they now know this can and will get messy for them, and in short order. Their next call, after you leave, will most likely be with legal counsel.

If your laws have allowed you to record without anyone's consent, you have evidence of what was said and the extent to which they are willing or unwilling to help. You can also request a later meeting and put your recording device in plain sight and ask if it's ok to record the meeting, taking the stress on them up a notch, if no results took place in your last meeting with them. Note that the recording changes the dynamic. You now become a threat to them. They will either help, as they should have in the first place, or they will have their attorneys contact you, which could be beneficial to you and your case.

12. Dealing with attorneys. If for whatever reason you now have to speak with attorneys, here are some key points to help you understand what is happening. Things may not be what they seem. The questions they ask you may be strange to you, even to the point of angering you. Don't get nervous, don't get angry or agitated. Stay calm and be very, very polite, always returning to your point of why they won't let their client help the victim.

Your conversation may have little to do with what is actually going on. The attorneys always want to speak with you to see what kind of witness you will be on the witness stand, and if they can make you angry, and in the process hurt your case in the eyes of the jury. They want to see how believable you or the victim is, and if a jury will sympathize with them. Your serious situation is a game to them. Stay cool and respectful even if you want to smash a melon on their heads. Lose your temper and lose your case.

13. Evaluate your success to this point. You have contacted the school authorities for school age victims, supervisors and human resources for workplace hostility. It now should be clear who is helping and who is not, and if your efforts to this point have been successful. Has the

bullying gotten better, worse, same. If it is better things are going as planned keep up your efforts to see it through. If things are the same or worse we have a choice:

A. Victims beats the crap out of the bully (this may have already taken place, thus ending the problem).

B. Time to attorney up and sue everyone. The victim can file the claim in any court themselves without a attorney to save some bucks, or hire one from a sole practitioner to a very small law practice. Stay away from large law firms as they are money vampires; your money. You now have lots of evidence, evidence of the bullying, evidence of who's involved, evidence of reports made, evidence of witnesses, evidence of no help from schools, workplaces or businesses. The more information you have, the better it is for your case, and the easier it will be for your attorney. The attorney is now your spokesperson; he may file a lawsuit right away or talk with the parties involved to assess where everyone stands. He may, with your consent, enlist the help of the media. Bullies and their enablers hate being targeted by the media.

I hope you find this information helpful in this troubling time. It seems like bullies are getting bolder. Administrations try not to help, letting you think it's your problem when it's just as much their problem. So many want to hide or assign blame instead of just fixing the problem. It would be easier if they were more logical. Get bullied repeatedly at school; bully expelled. Get bullied or harassed at work; bully fired or moved. Easy answers, hard choices.

The main thing to remember is **DO NOT GIVE UP!** Do not go quietly into the night! As long as you are doing something, even if it seems futile, you are in reality making progress. You are not the first to go down this path.

A life of peace and tranquility awaits at the end of this journey.

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Carter Hargrave is not an attorney, although he has struck many while sparring. Any suggestions should not be considered legal advice. That being said, this program will give you that best chance at a lasting successful outcome, based upon his personal case studies and decades of experience.

