

Bullying and Unhealthy Psychological Atmosphere in Higher Education and its Impact on the quality of education

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Abstract

Bullying is still a prevailing practice that takes place in various spheres in schools and colleges. The main objective of entering into schools and colleges is to ascertain that the students are taught moral practices in a safe environment, but this has not been the case everywhere. As the concept of bullying strongly takes grounds in not just one level but pan grades. (Skluzacek, Samantha L, 2012.)

It can be well estimated that bullying is a persistent problem that has been going on for a long period of time which has led to innumerable physical and psychological problems for the victims, not just in the real-time that they are experiencing the problem but in the later stages of their adolescence and adulthood. Bullying has taken over not only the academic aspect of an individual but their respective professional fields as well. Bullying, like any other form of academic adversity, has long-term impending impacts on the individuals that are subjected to it. The present research has thrown some light on the prevalence of bullying, types of Bullying, short and long-term impacts, intellectual and academic impacts of bullying which has helped in gaining a better understanding of the concept and its causes. It is concluded that the negatively impacted behavior can be identified and checked at the initial stages, and with a positive motivating environment, it can be corrected. Institutional atmosphere, faculty, and parents' attitudes can help a child to come out of the negative behavior.

KEYWORDS- Bullying, Psychology, Higher Education, Cognitive Behavior, Academic Impact.

1. Introduction

It has been observed that bullying and related ill behavioral practices have largely impacted the students in a negative and derogatory way. It has also been observed that bullying can have long-lasting effects on the cognitive behavior of victims, which are incremental in nature, the extent of which can be measured in terms of depression, turning into a bully, and in the most severe cases, bullying their own selves. It is, thus, pivotal for the

teachers and mentors to curate such an atmosphere in the educational institutions at large so as to ensure that a bullying-free environment is established whereby these unhealthy behavioral tendencies can be withheld. Bullying and such unhealthy behavioral tendencies are generally targeted toward children with impairments, who are secluded on the basis of their caste, color, sex, dress and attire, family background, financial status, religion, peer group, the vehicle used for commuting, etc.

Students who become victims of bullying are generally affected in the long run as well since they are tormented psychologically even when they recall their bullying experiences. The results of this kind of negative behavior can be in the form of self-doubt, unsubstantial attendance, and academic performance. Both the parties involved in bullying undergo negatively impacting behavioral tendencies. The person who is bullying his victim generally views his victim as a considerably weaker counterpart who is not able to put a stop to these behavioral tendencies. It can also be ascertained that such negatively impacting behavioral tendencies can be combatted if they are identified at early stages and the victims are surrounded by positive attitudes and under the guidance of counselors who can help them come out of these situations.

2. Literature Review

The research paper Al-Raqqad, H. K., Al-Bourini, E. S., Al Talahin, F. M., & Aranki, R. M. (2017). The impact of school bullying on students' academic achievement from teacher's point of view. *International Education Studies*, 10(6), 44. <https://doi.org/10.5539/ies.v10n6p44> aimed to analyze the influence of bullying on the student's educational performance from the teachers' perspective in the educational institutions of Jordan. It is also ascertained that though bullying is a common process, women are likely to get more affected than their male counterparts.

The research paper Drabek, M., & Merecz, D. (2013). Job stress, occupational position, and gender as factors differentiating workplace bullying experience. *Medycyna Pracy*. states that there was a deteriorating impact of bullying on the academic results of their students, which turned out to be not good. Level of school bullying among victims of primary school students at AL- Nasiriya city center. (2019) *University of Thi-Qar Journal*. <https://doi.org/10.32792/utq/utj/vol10/3/3>., aimed to examine the bullying behavior prevalent in schools. It can also be analyzed that bullying is not a modern or contemporary concept, but its existence is from a very long time. Further, it analyzed that on being subjected to buying, an individual can succumb to the adoption of aggressive practices at a higher rate than those devoid of such bullying.

Research labeled as Mishna, F. (2004). A qualitative study of bullying from multiple perspectives. *Children & Schools*, 26(4), 234-247. <https://doi.org/10.1093/cs/26.4.234> focuses to analyze the behavior of victimized individuals, their birth givers, and their instructors. Two major highlights that were brought to light were the difficulty of individuals in discriminating against a situation as bullying or not and the other being understanding whether bullying exists in peer groups or not.

The article Astor, R. A. (1995). School violence: A blueprint for elementary school interventions. *Children & Schools*, 17(2), 101-115. <https://doi.org/10.1093/cs/17.2.101> proves through scientific analysis that violent behavioral traits tend to develop from the very initial stages of human growth, and thus certain aggression combatting programs should be employed from such primal stages. It has also stated that there is an ignorance of the primary education students due to the lack of societal understanding of violence and also disregarding the forerunners' growth. It has also stated that certain people working for societal benefit should be the first ones to distribute such important information among elementary school children.

The article Menesini, E., & Salmivalli, C. (2017). Bullying in schools: The state of knowledge and effective interventions. *Psychology, Health & Medicine*, 22(sup1), 240-253. <https://doi.org/10.1080/13548506.2017.1279740> states that bullying is one of the most predominantly existing behaviors in the years when a student is receiving scholarly education. Further, it has been stated that bullying is a hostile behavioral trait that can be reiterated as willful and disproportionate of authority, wherein the person being bullied lacks the power to stand up against such negative behavior. It is also postulated that there are various codes and practices in a classroom that can give rise to this kind of problematic behavior.

From various literature reviews, it has been observed that bullying and other such negative behavior have long-term impacts on the psychology of the person being victimized. And in order to do away with this problematic situation, it is important for the teachers to build and establish a mutually co-existent environment wherein efforts are made to prevent the building up of such negatively impacting behavioral tendencies.

3. Prevalence of Bullying

It has been formulated through various studies that the curve of bullying behavior peaks until middle school, after which it declines and falls through the high school years (Hymel & Swearer, 2015). It has also been postulated that with an increase in the age of the parties involved, there is a shift in bullying practices from physical to verbal, which is more or less indirect in nature (Rivers & Smith, 1994). Though there is a difference between the kinds of bullying that are undertaken by males and females that is, it is experienced that for most males, the kind of bullying undertaken is physical in nature, while for females, the bullying is more on verbal side (Besag, 2006; Crick & Grotpeter, 1995).

There has been a recent shift in the reasons for which bullying is now being undertaken, such as harmful activities based on the color of the skin, sexual preferences, body structure, and many more. Such type of bullying is referred to as prejudice-based. It was postulated by Farmer et al. (2012) that women who received special education.

In order to understand the intensity and the gravity of the effects of bullying, it is very important to understand how much of it still exists in the educational setup. This provides vital information so as to identify ways to curb it for the betterment of the students –and the educational institution as a whole. It should also be considered that

irrespective of the fact that there have been persistent efforts to curb these negatively impacting activities, most of the students still face them and are negatively impacted by such activities.

It should also be considered that there is a commonality between the victims of traditional bullying patterns and those being victimized by cyberbullying that these activities cause the victims to become anxious and more stressed.

It should also be noted that bullying and such unhealthy practices are dominant in those educational institutions which are devoid of stringent policies and rules (Borg, 1999). Despite such strict norms, there are still areas wherein such activities can take place since the mentors and teachers cannot be available at all times and everywhere. Therefore, it is the responsibility of the educational institution to reinforce the ideology of instilling a “bullying-free” or “anti-ragging” environment while also ensuring that there are strict actions taken by concerned authorities against the same.

4. Related terminologies

Bullying: Bullying is described as ‘aggressive, intentional acts carried out by a group or an individual repeatedly and over time against a victim who cannot easily defend him or herself (Olweus, 1993, p. 48).

Physical Bullying: Physical Bullying is defined as any unwelcome hostile behavior(s) by a young person or group of young people who are not siblings and/or romantically involved with each other, entail an apparent or perceived power imbalance, and are repeated frequently or are very likely to repeat themselves. This involves physical, psychological, social, or educational injury or discomfort to the targeted youth. (Gladden et al. 2014: 7)

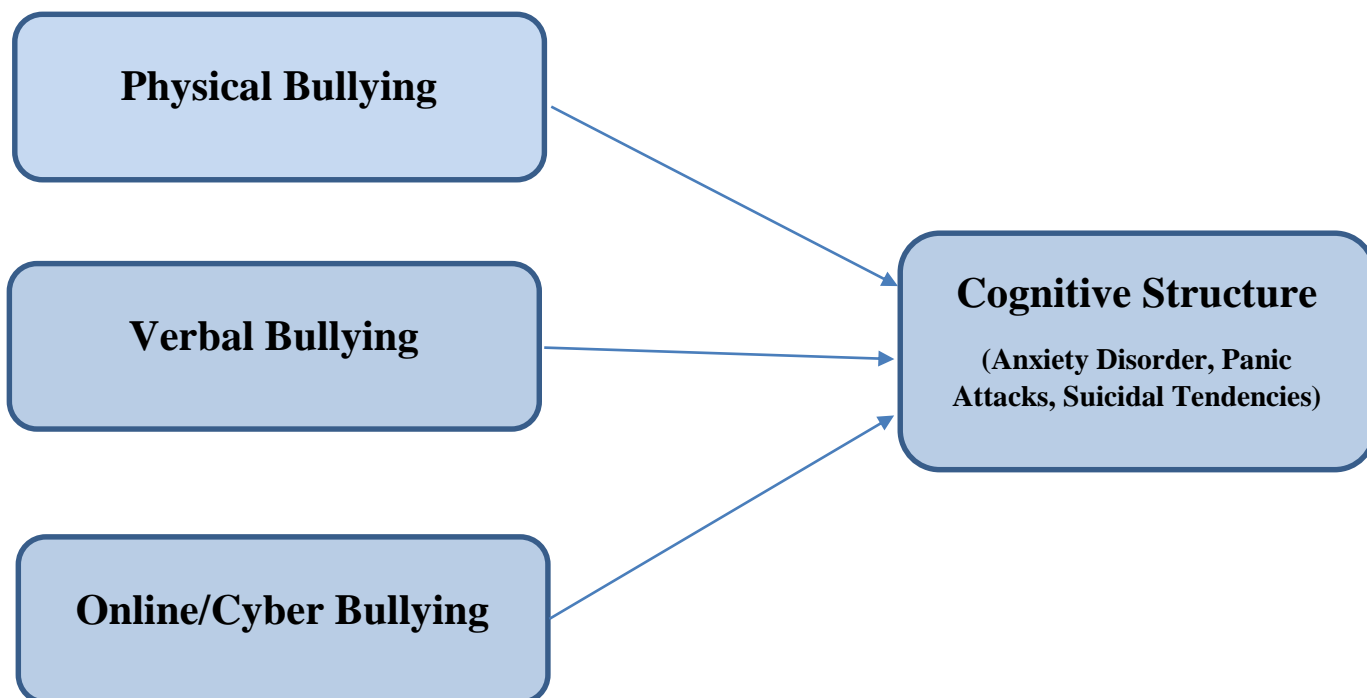
Verbal Bullying: verbal bullying refers to the unpleasant actions of the bullies toward their victims by the means of spreading rumors, calling out names, hurling abuse, etc.

Social Bullying: this is the kind of bullying that involves isolating the victim in terms of his or her social background, caste, creed, etc.

Cyberbullying: this is the type of bullying that takes place through the medium of the internet and various social media handles.

Cognitive Behavior: Cognitive behavior refers to the mental processes and behaviors that individuals use to interpret and respond to their environment.

5. Conceptual framework



6. Impact of bullying

It is important for parents and people who work with children and adolescents to understand that bullying can have both short- and long-term effects on everyone involved. While most research on bullying has been about children and adolescents who have been bullied, those who bully others are also negatively impacted, as are those who are both bullied and bully others, and even those who are not directly involved but witness bullying. It has been formulated by various research that there is a direct impact on the physical, mental, and psychological structure of the people involved in bullying, most of whom are teenagers.

6.1 . Short-term impacts of bullying

There is an exponential impact on the psyche of the individuals involved as bullying can be a major factor in dejection and agony, and if corrective measures are not taken to overpower this activity, its impact can be as fatal as the committing of suicides.

As far as the children are concerned, the victims of bullying can have long-term impacts which can extend up to their adult lives as well. Most of the time, there are scenarios wherein the victim doesn't even inform other people that the victim is undergoing such behavioral tendencies towards them. The victim can experience various situations wherein they can have headaches, anxiety attacks, and nervous break-down as a part of their daily regime.

The victim can showcase various symptoms that have to be closely examined so as to ascertain the harmful effects of bullying on a victim; these can include irregularity of sleeping patterns and abrupt emergence of nightmares causing fright to the individual, lack of motivation in going to school or college, deferring the route by which they reach the college so as to prevent meeting the bullies on the way, loss of academic performance, developing speech problems, causing self-harm to themselves, developing an anxiety disorder or frequently experiencing panic attacks, there are certain changes that might appear in the physical appearance of the individual as he can appear to be sad and gloomy. Therefore, it is very important for the counselor, mentors, or parents to have a close eye on such activities.

With the advent of an upsurge in the contextual prevalence of cyberbullying, a few symptoms also have to be considered and kept in mind that shall help in ascertaining the victim; these include: having upsetting thoughts about their phone or the internet or being uncommunicative about the activities taking place through the internet, there has been an unforeseen increase in the use of mobile phones. There are also scenarios wherein the individual can face situations in which the individuals can experience remorseful thoughts about themselves, which can lead to the establishment of suicidal tendencies.

6.2 . Long-term impact of bullying

The implications of experiencing a traumatizing situation can have several long-term detrimental effects also. The cognitive structure of the mind can get deformed due to the subjectivity of the individual towards such situations. In the longer run, the primary aspect that gets negatively impacted is the performance of the individual on the academic front. There have been innumerable cases wherein a bright student, after experiencing bullying consistently, had to lose out on the academic front as a consequence of bullying.

The reduction in their educational performance translates directly to the academic scores of the students that they have achieved to secure. Since the mark sheet of the individual does not hold any personal information or justifiable reasons as to why the student wasn't able to score it, it just acts as a portrayal of the marks scored. And if the student does not score well in the exams, this reduces his employability skills. The reduction in employability skills directly accounts for being employed at a lesser wage rate and results in overburdening so as to acquire a minimum amount of wage rate.

Another important long-term impact of bullying is the fact that the students who are bullied when they are young are unable to fully utilize their brains' capabilities to the fullest, which makes them attain difficulties in properly conducting themselves on the professional front and thereby makes it a tough decision for them to commit to a job for a longer period of time while simultaneously ensuring that there is proper allocation of the number of funds available with them.

Being bullied and harassed at an early age has resulted in the victims developing an inability to acquire trust in people. Such people are very difficult to develop friendships with as they lack trust and transparency in almost all relationships. Such individuals also have a hard time opening up to new people as they have a constant fear of being made of and bullied by other people. This also leads to the development of another sub- problem which is

the establishment of longer-term nature with a lot of people. Due to the lack of trust, people are unable to build long-term bonds and associations with their fellow team members.

6.3 . Intellectual impact of bullying

It has been proven that for females, being addressed to bullying leads them into various mental traumas like self-doubt, dejection causing harm to their own self, and many more, while for their male counterparts, having experienced bullying results in the establishment of an abusive personality and leads them to undertake harmful doses of alcohol, drug abuse, the emergence of aggressive personality traits, and in the most lethal cases, being involved voluntarily or involuntarily into unethical practices. Though it is well understood that bullying and such unhealthy activities have a deteriorating influence on the psyche of the people, it is, however, more likely to exist in situations wherein the victims already face mental issues and are mentally unstable.

It has been postulated that cyberbullying has been directly impactful on the mental stability of the parties involved. If a comparative analysis is undertaken of the children that have experienced bullying over the internet and those who have not experienced this, it has been found out that those set of students who have had cyberbullying experiences in the past have higher chances of arising negative feelings of misery, suicidal tendencies, along with higher chances of emotional imbalances.

Though the effects of a victim undergoing physical bullying are readily noticeable, and that person can be easily enquired about his experiences, the amount of stress and such related traumas can also be termed are the causal factors of such physical injuries. The victim can also harm himself on account of being physically bullied and which can lead to further injuries. It can also be postulated that the victim can also suffer from insomnia and other sleep-related problems where they are deprived of sleep on account of being scared; they can also suffer from irregularity in their sleep patterns and other such diseases like – wetting the bed they sleep in at night, frequent attacks of anxiety and nauseating effects, headaches, etc.

The victims can also suffer from an increase in their cortisol levels which is the scientific term for stress hormone. This hormone is released when an individual undergoes a stressful situation, and this hormone helps in combatting stress. Though it should also be noted that frequency in the release of this hormone can have various detrimental effects as well. This hormone can lead to an imbalance of the mind to cope up with stress and hypertension and can also enhance the chances of a heart attack. Undergoing bullying experiences can also lead to the release of stress hormones will have a negative impact on the immunity of the individual involved. Researches are proof of the fact that there is a detrimental impact of bullying experiences on the normal functioning of the brain, and it is postulated that there is a negative impact on the mental health of the victims that is explanatory of the fact there is a difference in the behavioral aspects of the individuals who have experienced bullying.

6.4. Academic Impact

It has been postulated by the means of several pieces of research that there is a negative impact of an individual being bullied in a reciprocal manner with respect to the academic performance that is undertaken by them. It is understandable that an individual who is experiencing bullying or other such negatively impacting tendencies will not have a positive inclination toward the education that he is subjected to, as their mind will constantly wander to

those experiences again and again. The negative impact on the academic performance of the individual experiencing bullying can be observed as early as in the early stages of their education that is in their kindergarten and such negative impacts can continue until high school if no preventive actions are taken against it. As a primary emphasis of this research paper is levied on the academic aspect of an individual undergoing bullying experiences, it should be noted that bullying has a direct impact on the working of the brain of an individual, and they can suffer from recurring attacks which can hinder their brains' ability to articulate things properly and in an efficient manner. However, it must also be ensured that the poor performance of an individual in class should not be used as a yardstick for verifying whether a student is suffering from bullying and if there are any complaints or if someone, be it the victim or a bystander raises an issue, an action should be taken to redress the problem while ensuring that the earliest possible measures are taken to curtail the issue. Though a downfall in academic performance can serve as an important tool for analyzing the deplorable impact of bullying, it should also be understood that taking necessary steps is equally important so as to minimize the impact on an individual's academic performance.

7. The bully is also bullied

Young children and teenagers who undertake the activity of bullying others by causing them displeasure are also the people who are, in turn, bullied either in their respective households, in the class, by their peers, or by people elder than them. Such individuals are at a higher risk of associating themselves with risks of deteriorating psychological balance and negative impact in terms of physical wellbeing when kept in comparison with the individuals who are either solely bullied or are themselves the bully. Such individuals have been postulated to experience several disorder-like tendencies that are detrimental to physical, mental, and psychological growth of the individual.

These activities have proven to hinder the normal growth rate of an individual while simultaneously making him aggressive and rebellious toward his peers, family, mentors, etcetera. Such individuals also have been reported to have experienced manifold levels of increased problematic situations of the intellect and the development of a negative perception about themselves and the other people that are around them. Such activities and experiences can also lead to poor development of social skills, which can further increase their frustration and make them resentful; they can develop imbalances in the way that they behave when they are around people and also make them feel rejected by their own friend circle.

When the individuals who are both the bully in one situation and are simultaneously the victim in another situation are compared with the individuals who fall into separate categories of being either the bully or the victim solely, it is found out that the former category individuals, fall into the category of being very sensitive in terms of acquiring risks for developing tendencies to be depressed, having suicidal thoughts and actually committing suicides. They are also referred to as highly aggressive individuals as they are not able to channel their pent-up frustrations, which leads them to take up such drastic steps.

It is very important to analyze the psychological structure of such individuals since they have been tormented to a level that they are unable to think in the right direction regarding their frustrations in terms of seeking clinical help and counseling. The absurdity in the past should, however, not be used as a shield to mask away from such deplorable behavioral tendencies in the current scenarios, and the desired steps must be taken to reduce the demeanor of such negatively impacting practices.

8. Commonality of bullying

Though it is a sorrowful statement, the reality of facts is that bullying still persists to exist. The least to mention is that every one in three children have experienced bullying. What is more remorseful is the fact that at least one in every ten children still continues to face bullying, which has lingered on for more than a time period extending up to six years. There has been statistical proof to the statement that there is a greater chance of males becoming bullies than their female counterparts.

It has also been a sorrowful situation to state the fact that most students have experienced cyberbullying either as victims or as bystanders or witnesses.

Though there is a notion that any individual can fall prey to become a victim and lead themselves to the receiving end of the bullying cycle, bullying is generally targeted towards seemingly easy-to-tackle targets or people who are different or appear to be weaker than the bully themselves, so that the victims don't react or rather, lack the ability to react. Bullies carefully scan and analyze the very physical attributes of an individual that separates them from the rest so that the bully can smartly act upon that seemingly different attribute and hit a weak spot of the individual while consecutively turning them into a victim in the later stages. The physical attributes can be differentiated on the basis of appearance in terms of the weight of the individual, belonging to a particular racial group or ethnicity, having a sexual preference different from the major population (this generally takes place wherein the bully is brought up with homophobic thoughts which allows them to become hostile towards such sexual preferences).

A bully is a strategic thinker in the sense that he would cunningly spot a disability in an individual's appearance and use this against the same individual. Therefore, the favorite target for a bully would be an individual being physically disabled as it would be a win-win situation for the bully a) the victim will not be able to retaliate back easily, and b) the victim is supposedly weak in the eyes of the bully. Since an individual who is physically disabled fills in both the blanks for the bully, he becomes a perfect target for the bully.

An individual having an appearance that is different from most individuals in terms of the shape of a particular body part that is visible, the appearance of a birthmark, etcetera, has the same kind of impact from the viewpoint of the bully. Such attributes make an individual appear seemingly weak in the eyes of the bully, and therefore the bully makes use of such shortcomings to employ his frightful tactics to demean a person. It should also be noted that the victim generally does not revert back and is therefore chosen to be bullied again and again.

A major reason which backs up this cause is the fact that bullies are very socially aloof individuals who generally undertake such activities so as to ascertain their command and authority over the group of people and the other

witnessing individuals as well. It should also be noted that if in case the victim ever gathers the courage to fight back against his bully, the bully shall lose his confidence and authority, and that is the reason why bullying behavioral patterns are generally inclined towards seeming weaker individuals who lack the ability to raise their voices against the inconvenience that has been caused to them.

9. What can be done to overpower bullying?

The most strategically beneficial thing to do would be to seek the help of someone whom the individual being bullied can trust, and most importantly, that particular person to whom the incident is being informed must have the designated authority to take corrective action against the same. There have been various stringent policies that are postulated, which are actually being followed in most educational institutions. Though it has been reiterated again and again that bullying has a manifold impact on the mental and physical well-being of an individual, therefore it is an agile approach to formulate such policies that help in the prevention of bullies before they even come into existence.

As far as bullying in educational institutions is concerned, it should be of primary importance to involve the parents or the guardians of the respective child who is either facing bullying as a victim, is the one bullying others and is the bully, or is traumatized by a bullying experience as a bystander or a witness. It is also equally important for a teacher or a mentor to be selected as the guardian of a respective student or a group of students so as to ensure that the student is provided the freedom to discuss any issues or problems that he might be facing at his home or at the college front. This would aid the mentor in formulating policies so as to take corrective steps for the same. There is a legal requirement for most educational institutions to oblige with the anti-bullying policies and ensure that if any such situation is brought to light, the sternest of steps are taken regarding the same.

It can also be stated that there should be educational inferences that should be included, wherein the information regarding the same must be included. This is to ensure that the students are well aware of the practices and the latest trends that are taking place in bullying so that the students can take necessary steps regarding the same. Though the practice of directly contacting the parents or guardians of the bully by the parents or guardians of the victim is not desirable. It should, however, also be noted that the parents or the guardians can contribute their bit by being sensitive towards their children while also ensuring that they are in constant touch with the mentors or the teachers at the educational institutions so that they are aware of the current situation of their children as well as the situations and experiences that they go through.

It should also be considered a responsibility of the educational institutions to be assertive towards such policies and employ effective techniques to ensure that the academic performance of the student is not compromised by being subjected to such situations. It must also be ensured by the schools that they employ persistent counseling sessions so that they are aware of the situations of all students alike. These sessions shall prove to have a positive impact on the mental health of the people involved while also ensuring that there is a probable decline in the recurrence of such deplorable activities.

In case of the existence of cyberbullying, it must be taught to all individuals that nobody is given the authority or the permission to harass, make fun of, post mean comments, or post any kind of explicit content regarding any person, irrespective of their gender, sexual preference, religious and cultural beliefs, no matter what the age of the person is. It should be noted that there is an exponential increase in the number of individuals who have either been victims or have, in turn, bullied other victims by making use of technological advancements. This upsurge has been possible because of the fact that by the means of the social media platforms available, a person can easily hide his true identity and thus has a reduced chance of being caught in this act. By the means of the available technological advantage, the process of bullying has been eased for the bully in the sense that they don't have to be in direct contact with the person that they are bullying and can harass and pass deplorable comments while sitting in front of their laptop and use their phones to write a mean comment which can impact the victim for a lifetime.

There have surfaced various cases wherein people on social media have experienced hate comments on their pictures on account of fat shaming, acne on the face, the shape of the nose, and whatnot. It should be well taught to all the people that such comments must not be responded to, as this would only worsen the situation. It should also be advised that such comments, threats, or any such kind of bullying should be saved as valid proof so that appropriate legal actions can be taken against the offenders. Such incidents must not be taken lightly as this will only act as fuel to the fire in the sense that the bullies will feel a sense of satisfaction in bullying their victims in case they are not subjected to any kind of legal or criminal implications. It is also advisable to immediately report these incidences so that the earliest possible action can be taken and the victim is pulled out of this deplorable situation. This can also be undertaken by barricading the account of the bully so that they are rendered unable to do such activities in the future as well.

10. Aversion of bullying

It should be imposed as a lawful activity to ascertain the formation and follow up of such activities that help in averting bullying to such an extent that the education institutions are rendered as a safe environment for the students to flourish and reach the maximum of their heights. There should also be the adoption of several activities which helps in installing anti-bullying and harassing policies and procedures that should also be included in the official rule book of the institution as well. There should be constant interactive sessions wherein the students are educated on what is meant by bully and the different forms of bullying that can take place. It is also the responsibility of the teachers and mentors to show their resentment towards people acting as bystanders, as this would also help in cutting down the bullying rates significantly.

It should be ensured that such ways of educating the students must be undertaken that leave a long-lasting impact on their consciousness, which prevents them from taking up such activities as a means of relieving stress while also ensuring that the students raise their voices against such activities. The students must be well equipped with the knowledge as to how to tackle such situations, and like any other form of training, this also has to be persistent in its occurrence otherwise, the importance of the whole procedure would be lost.

At the same time, it must also be ensured that similar training programs are also provided to the teachers, and the mentors as well so that are also able to handle such situations. It is more important for educators to be educated in these matters as well so that they are able to tackle such situations at the earliest. It is also important for the teachers and the educators to be provided with training that caters to the needs of the specially-abled children as well as they are at a higher risk of becoming vulnerable to being bullied by other people.

There should also be the setting up of a mutually beneficial environment wherein all the students are made aware of their rights and responsibilities towards themselves and the other students as well. This environment can only be created when the teacher or the mentor is proactive in their approach towards addressing the issues and problems of the students by not thinking of this responsibility as a mere burden on their shoulders but as their obligation towards the students that look up to them for mentorship. From a much wider perspective, there have been established various laws and other such enforcements that help in providing redressal mechanisms to the inflicted and grieved individual.

11. Assumptions and limitations

There are some assumptions and limitations which are a part of this research. While undertaking the review of the provided literature in a similar context, it was assumed that the provided facts in the literature have been true and fair in their depiction of facts. It is also assumed that the forms that were asked to be filled in by the colleagues and the respondents have been filled in with utmost sincerity and truthfulness.

This research was also bounded by a few limitations; some of them are that there could only be a few research papers studied and analyzed due to time constraints. In addition to this research, a lot of old research was not looked into. Another limitation was that the research was limited to the college and classroom bullying behavior along with other such negative practices that may have a downgrading impact on the student's academic performance.

12. Recommendations

- There should be printouts of the meaning of bullying, and they should be circulated throughout the entire premise of the institution. There should include various discussions that should take place with the teachers, students, and the parents or guardians of the children as well. This should be undertaken before the commencement of the new academic year.
- It should also be ascertained that the ideologies of bullying and its various concepts are well understood and complied with by all the people.
- It should also be made clear that if there are any cases wherein the students have not abided by the rules and the laws that have been formulated by the institution, there would be punishments for the same which can be in the form of suspension for a few days, publicly being scolded by the teacher, calling parents of the offenders, etc.
- To make the program more effective, it would probably be if the students are made a part of the committee that is responsible for formulating and enforcement of the rules regarding the anti-bullying policy.
- It is also important to understand that the success of the project can also be measured if the parents and the guardians of the student are able to recognize the activities of their ward in terms of their behavioral traits in terms

of the negative and positive attributes. It would also be helpful if the parents and the guardians also contribute to the improvement of the behavior of the child at the home or domestic front.

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