**Bullying vs. Conflict Checklist**

None to one check 🡪 likely a conflict

One check 🡪 may be bullying

Two checks 🡪 likely bullying

Three checks or more 🡪 it is bullying

1. Is the behavior best described as unwanted or unsolicited?

**\_\_\_\_\_ Unwanted/Unsolicited**

1. Is the behavior intentional/planned or is it spontaneous?

**\_\_\_\_\_ Intentional/Planned**

1. Is there a real or perceived power imbalance between the individuals or do they have equal power/social status in this situation?

**\_\_\_\_\_ Power imbalance exists**

1. Is the unwanted behavior primarily one-sided or is it mutual?

**\_\_\_\_\_ Primarily one sided**

1. Was this a repeated incident or does it have the potential to be repeated or is this incident unique?

**\_\_\_\_\_ Repeated or potential to be repeated**

1. Does one of the individuals believe there is **no problem** between the two individuals or do both parties agree that there is an issue between them to be resolved?

**\_\_\_\_\_ One of the parties say there is no problem between the two people**