

46th Annual  
Addiction Leadership  
Conference



NATIONAL ASSOCIATION<sup>®</sup>  
OF  
ADDICTION TREATMENT PROVIDERS

Welcome  
NAAATP  
NATIONAL2025

# WORKSHOP Session

**NAATP**  
NATIONAL2025  
May 18-20 | Seattle, WA



## Don Grant, PhD

National Advisor of Healthy Device Management  
Newport Healthcare

### Illuminating The Dark Shadows of Cyberaggression

Monday, May 19 | 2:00 - 3:00pm

# Illuminating the Dark Shadows of Cyber-Aggression

**DON GRANT, Ph.D., MA, MFA, DAC, SUDCC IV**

*National Advisor of Healthy Device Management; Newport Healthcare*

*Fellow; The American Psychological Association*

*APA Div. 46 Executive Board Member-At-Large*

*Past President; APA Division 46; The Society For Media Psychology & Technology*

*Chair; APA (Div. 46) "Device Management & Intelligence" Committee*

*Division Advocacy Partner; APA Advocacy Network*

*Division Science Partner; APA Science Office*

*Treasurer; California Psychological Association Division VI; Media Technology and Communication*

19 May 2025

**DON GRANT, Ph.D., MA, MFA, DAC, SUDCC IV & JOANNE BRODER, Ph.D.**

## **PRESENTATION DISCLOSURE**

Don Grant, Ph.D., MA, MFA, DAC, SUDCC IV declares that he does not, nor do his family have, any financial relationship in any amount occurring within the last 12 months with a commercial interest whose products or services are discussed in this presentation.

Dr. Grant further declares that he does not have any non-relevant non-financial relationships.

Additionally, no planners involved have any financial relationships.



## **WHAT EXACTLY IS CYBER-AGGRESSION?**

**“Cyber-aggressive behavior is defined as a new form of aggressive behavior based on the development of the internet, which involves the use of internet and mobile phones to harm others intentionally. Cyber-aggression is a derivative form of traditional aggression.”**

Source: Grigg, D.W. (2010)

Jin, T.L., Lu, G.Z., Zhang, L., Wu Y.T.N., Jin X.Z. (2018)

**“A relationship-based phenomenon whereby an individual intentionally intimidates, emotionally harms, or exerts power over another in an online environment.**

Source: Scott, C. L., & Byrd, M. Y. (2012)

# WHAT EXACTLY IS CYBERBULLYING?

Cyberbullying includes sending, posting, or sharing **negative, harmful, false, or mean content** about someone else. It can include **sharing personal or private information about someone else**, causing embarrassment or humiliation.

Some cyberbullying crosses into **unlawful** or **criminal** behavior.

Cyberbullying behaviors can also be extremely **subtle**  
-especially when **social media** is used as its conduit.

# **THE CYBERAGGRESSION & CYBERBULLYING PLAYERS:**

**THE INSTIGATOR**

*(Bully, Aggressor)*

**THE TARGET**

*(Victim)*

**THE BYSTANDER**

*(Witness, Observer, Audience)*

**THE “TRIPLE THREAT”**

*(“Karpman (School of Drama) Triangle” Trained)*

**THE HERO**

*(Rescuer, Ally)*

**WITH SPECIAL GUEST STAR:**

**“THE TROLL”**

*(Bandleader, Greek Chorus Conductor)*

# CYBERBULLYING

"Behavior aimed at harming another person using electronic communications, and perceived by the target as aversive."

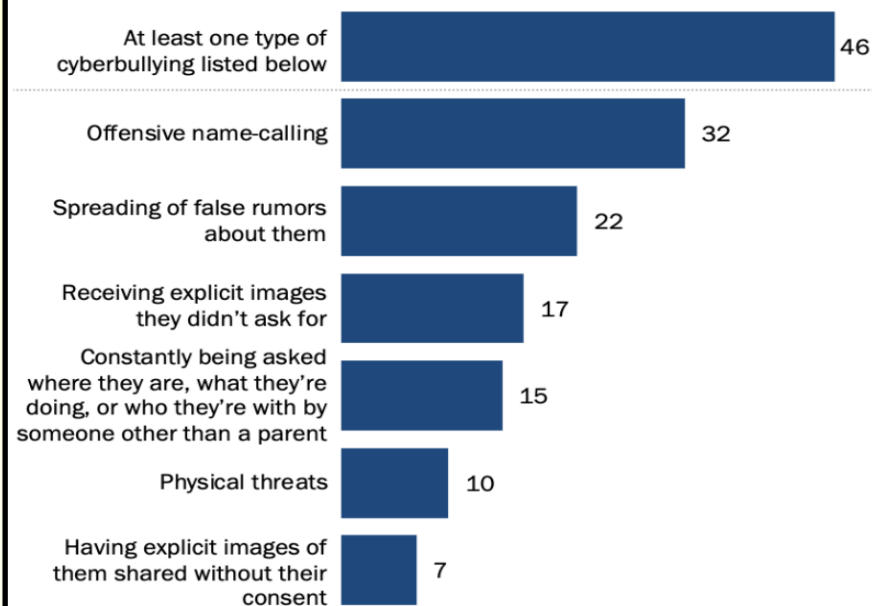
- 46% of U.S. adolescents reported having been the victims of cyberbullying.
- 23% of youth reported being the victim of ANY type of bullying (physical, verbal, emotional, and/or cyberbullying).
- 32.7% of youth reported that the cyberbullying came from someone they THOUGHT was their friend; 27.7% said it was from someone in their school.
- 12.42% of LGBT youth have experienced cyberbullying. 35% of them have received online threats, while 58% have been a victim of hate speech at least once.
- Among high school students, 15.5% are cyberbullied and 20.2% are bullied on school property.
- Significantly increased during pandemic confinement; more screen time, less structure, more boredom, and dysregulation. #OnlineDisinhibitionEffect
- 41% of U.S. adults report having experienced some form of online harassment/aggression.

- Nearly half of U.S. teens have been bullied or harassed online, with physical appearance being seen as a common reason.

- Older teen girls are especially likely to report being targeted by online abuse, significantly because of their appearance

### Nearly half of teens have ever experienced cyberbullying, with offensive name-calling being the type most commonly reported

% of U.S. teens who say they have ever experienced \_\_\_ when online or on their cellphone



Note: Teens are those ages 13 to 17. Those who did not give an answer are not shown.  
Source: Survey conducted April 14-May 4, 2022.  
"Teens and Cyberbullying 2022"

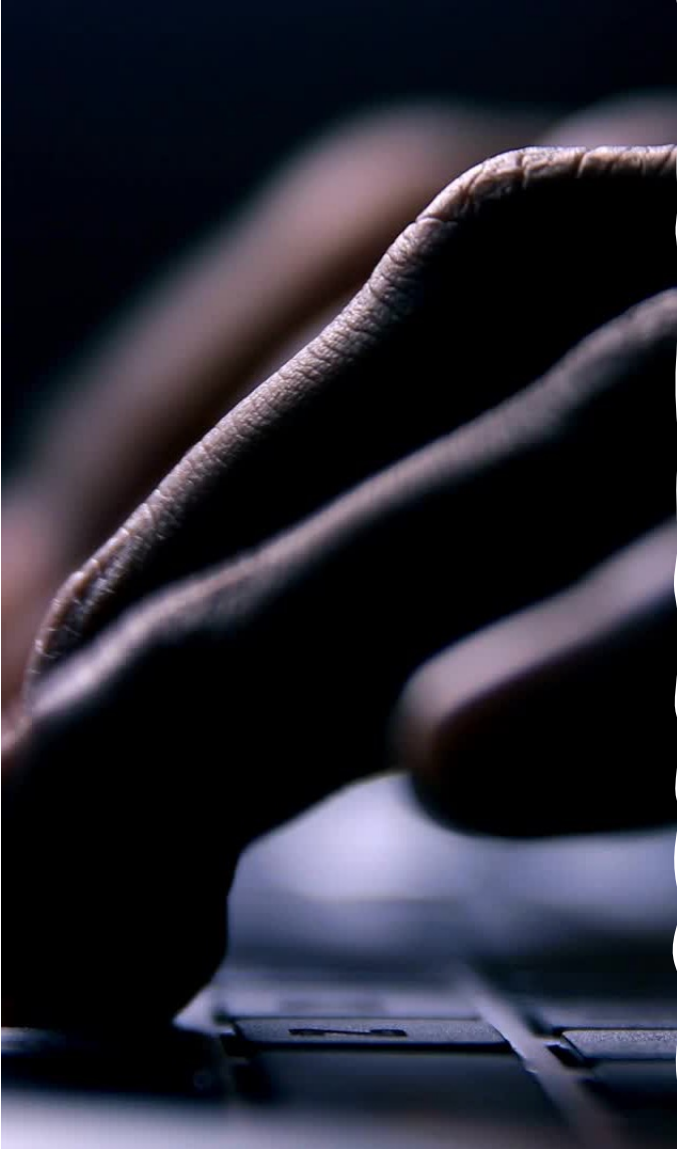
PEW RESEARCH CENTER

## SOME ADDITIONAL SOMBERING STATISTICS...

- **Over half of Americans surveyed in 2023, on behalf of the Anti-Defamation League by public opinion and data analytics firm YouGov, reported facing online harassment and hate during their lifetime, including more than 75% of transgender respondents. The survey also showed that reports of online hate and harassment over the last 12 months increased within almost every demographic group. Of those who reported being harassed, 54% indicated harassment took place on Facebook, 27% said it took place on X (Twitter) and 21% named Reddit. (NBC News/Reuters; 2024)**
- **Cyberbullying statistics among female students in the US reveal that 36.7% report having experienced online abuse at least once in their lifetime. 10.2% admit to bullying others. We know these numbers are under-reported. (Statista; 2024)**
- **The most common types of online harassment, according to US students, are mean comments (22.5%), online rumors (20.1%), and sexual remarks (12.1%) (Cyberbullying Research Center; 2024)**
- **Of all the social networks, kids on YouTube are the most likely to be bullied (79%), followed by Snapchat (69%), TikTok (64%), and Facebook (49%). (www.security.org; 2024)**
- **19% of students who have been cyberbullied say that the experience negatively affected their feelings about themselves. (National Center for Education Statistics; 2024)**
- **37% of kids associate depression with online bullying. (www.security.org; 2024)**
- **25% of children feel that engaging in self-harm is a result of cyberbullying. (Broadband, 2025)**
- **26% of children feel that cyberbullying causes suicidal thoughts. (Broadband Search Blog)**
- **25% of teens report experiencing a cyberbullying incident that culminated in a face-to-face altercation. (CDC; 2023)**

# BUT WAIT... AS IF THOSE WEREN'T BAD ENOUGH...

- Cyberbullying statistics among female students in the US reveal that **36.7% report having experienced online abuse at least once in their lifetime**. 10.2% admit to bullying others. (Cyberbullying Research Center; 2023). We know these numbers are under-reported.
- **64% of students who have been cyberbullied say it affects their ability to learn and feel safe at school**. (Cyberbullying Research Center; 2023)
- **20% of kids feel that online bullying leads to skipping class**. (Ditch the Label; 2023)
- **13% of teens report cyberbullying made them concerned about attending school the day after an incident**. (CRC; 2024)
- **13% of tweens reported that their physical health was impacted by cyberbullying**. (2023; Tween Cyberbullying in 2023)
- Studies consistently evidence that **multiracial females have the highest risk** of being victimized by bullies. **210 out of 1000 victims** are high school girls with diverse skin tones. (Cyberbullying Research Center; 2024)
- By self-report, **12.42% of LGBT youth have experienced cyberbullying**. 35% of them have received **online threats**, while 58% have been a victim of **hate speech** at least once. (Netsanity; 2024)
- Bullies often ridicule **disabilities**, **mental problems like autism (75%)**, **physical defects (70%)**, and **learning problems (52%)**. (Ditch TheLabel; 2023)
- By self-report, **41% of US adults** have experienced some form of **online harassment**. (Pew Research; 2023)
- Cyberbullying victims are **1.9 times more likely to commit suicide**. (Pew Research; 2023)



## EXPERTS BELIEVE THAT...

- **CYBERVICTIMS ARE LIKELY TO HAVE SIGNIFICANT MENTAL HEALTH & SOCIAL PROBLEMS.**

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**AND THAT:**

- **CYBERAGGRESSION HURTS DIFFERENTLY & MORE DEEPLY THAN FACE-TO-FACE BULLYING...**

*I believe it is because whether true or not, the assumption is that "everyone" sees it online, as opposed to F2F bullying which is usually more contained*

**FOR MORE INFORMATION, EDUCATION, PREVENTATIVE MEASURES, & HELP, VISIT:**

**[www.Cyberbully411.com](http://www.Cyberbully411.com)**

*CYBER-AGGRESSION'S CO-CONSPIRATOR,  
ACCESSORY, & SILENT PARTNER IN CRIME:*

## **THE ONLINE DISINHIBITION EFFECT...**



# TYPES OF CYBERBULLYING / CYBER-AGGRESSION BEHAVIORS

(some forms are #SUPERsubtle)



**The Exclusive (You're Excluded) Photo:** An individual is purposely left out of a photo, asked to TAKE a photo of others (which they had assumed they would be in), is edited out of a photo, or given access to a photo of an event they did not know occurred and from which they were purposely-and particularly-denied.



**Aggressive Liking:** An individual is specifically targeted by another individual or group, who affirm to the point of obvious mockery (through whichever manner that particular platform offers) to the target and others, every posting of the targeted victim.



**No Comment:** The purposeful ignoring (by another individual or group) of every posting published by the targeted victim.



**Catphishing, Imping, False Impersonation:** The creation of a duplicitous online personal for sordid motivations



**Denigration, Gossip, Rumor Spreading:** The online sharing/publishing of negative comments about an individual-whether true or fabricated (aka sometimes in other cyber spaces as: #FakeNews)



**Trolling:** Posting or publishing random and unsolicited and/or controversial comments on various internet forums with the intent to maliciously provoke an emotional and negatively charged impulsive reaction from unsuspecting readers to engage them in an argument.



**Happy Slapping:** Posting or publishing embarrassing or damaging photos/videos.



**Cyberstalking:** Using the Internet or other technologically-driven means to stalk, harass, monitor, accuse, threaten, blackmail, defame, slander, embarrass, vandalize, or even steal the identity, resources, assets, or connections of another individual, group, or organization.



**Doxxing:** Publishing private or identifying information.



**Sub-X-ing (formerly "Sub-Tweeting"):** "X-ing" (formerly "Tweeting") about a person without using the symbol @ before their name, so they cannot see what you have written; the equivalent of talking about someone behind their back IRL.



**Sub-Booking:** Like Sub-X-ing (formerly Sub-Tweeting) but used for social media platform Facebook, in which a user comments (usually negative or judgmental) about another user's post but publishes it on their own page and does not tag the user about whom they are commenting, so that user cannot see it.



**Griefing:** Primarily for online gamers; targeting a specific player or team to not succeed in the game-even at the expense of the cybergame bully.



**Exclusive Threads, Pages, Platforms, Chatrooms, Blogs:** Online content pecifically created and utilized to exclude others, ridicule, or shame, share negative commentary, spread gossip and rumors. Usually, the victim does not have access to them/content but is aware of their existence.



**Cancelling/Cancel Culture:** Refers to the practice of calling people out for posting offensive content on social media or no longer supporting people, (especially celebrities), or products regarded as unacceptable or problematic. Macquarie Dictionary's 2019 "word" of the year. "Cancelling" someone encourages shaming over accountability. However, cancel culture can also be used as a weapon against innocent victims. Social media is especially effective for canceling someone because it can reach a critical mass of other platform users through a simple click and post.

# **SIGNS AND SYMPTOMS OF CYBER-AGGRESSION & CYBERBULLYING**

- Suddenly becomes more isolated, withdrawn or disinterested, including abandoning, neglecting, rejecting, or distancing themselves from their close friends or friend group.
- Uncustomary depression, anxiety, lethargy, anhedonia, or irrational irritability that cannot be correlated with an event or temporal situation.
- Sudden and unexplained decreased or impaired academic performance.
- Sudden academic attendance resistance, truancy, or refusal.
- Noticeable changes in appetite
- Unexplainable sleep issues, insomnia, hypersomnia, or presenting as perpetually tired and fatigued.
- Conspicuous hygiene and/or grooming protocol deficits or changes.
- Unexplainable rejection, resistance, or abandonment of normal social, extra-curricular, or established responsibilities.
- Unexplained injuries
- Lost or destroyed clothing, books, electronics, personal items, or jewelry.
- Frequent head or stomach aches, feeling sick or feigning illness.
- Marked rapid increases/decreases in their device use, including texting.
- Inappropriate dramatic/emotional responses (anger, outbursts, upset) to what they are viewing on their screen/device.
- Obfuscating their screen/device when others are nearby.
- Suddenly demonstrating more covert behavior when engaging on devices but won't discuss the reason why.
- Sudden shutting down social media accounts and/or inexplicably abrupt creation of completely new ones.

## How to Approach a Cyberbullying Situation; Recommendations For Practitioners, Educators, & Parents

1. Help kids understand bullying by **educating them** to help them identify their own “moral” and ethical codes regarding themselves, their relationships (both IRL and online), and discuss the positive aspects of both practicing and modeling *Good Digital Citizenship*.
2. Discuss their ideas about how to **“Stand Up & Stand In”** if they observe any type of bullying. Openly and honestly talk together about the real fears, risks, and possible negative outcomes of standing up to it.
3. **Ensure that they know how to get help and guidance** should they be either a victim or observer of bullying of any type. Or even if they are the bully but want to stop.
4. **Keep the lines of communication honest, safe, and open.** If you feel “pushback,” lovingly close the conversation and seek support from a trusted professional.
5. **Play the #DumbDigitalImmigrant** card to try and gently discover information.
6. **Monitor** your adolescent’s social media sites, apps, and browsing history, especially if you are concerned that cyber-aggression/cyberbullying may be occurring.
7. **Follow** or friend your adolescent on social media sites or, if they resist that proposal (which is likely, possible, and not altogether unreasonable as they get older), have another trusted adult do so.
8. **Review** or re-set child’s/adolescent’s phone location and privacy settings.
9. **Remain current** on the latest apps, sites, trends, and digital slang used by the Digital Natives. We know they change fast and can be hard to keep up with but consider the possible outcomes if you don’t!
10. Know your younger child’s **usernames and passwords** for email and social media.
11. **Establish rules** about appropriate digital behavior, content, and apps.
12. Gently **check in with them often.** Listen, and more importantly HEAR them.
13. **Don’t try to impose your ideas** of “the right thing to do” on them. Remember how difficult it is to be a teen, living in that world-now forever changed by the Internet and soon to include virtual ones as well.
14. **Know your child’s friends** and their friends’ parents and caregivers.
15. Encourage kids to do what they love, but investigate **new hobbies, and opportunities.** If they don’t like them, (or resist suggestions), support them in trying something else of their own choosing. Remind them every activity/interest they now love (including social media/ gaming!), and everyone they know, was once unknown to them. So unless they’ve tried everything they ever need to try and know everyone they ever need to know, they should always seek new experiences.
16. **Support special activities, interests, and hobbies,** which can boost confidence, help them connect with new friends and “tribes,” and protect them from bullying.
17. **Discuss your family values,** how they feel about them, and encourage them to engage with others the same online as they would IRL.
18. **Champion them to “Be the change they want to see in their worlds”** (on & offline, and even virtually!) and **lead by example!**

## IN ADDITION:

You can also start a good and safe conversation (play the “Digital Immigrant” card) about bullying by asking them any of the following questions recommended by me, StopBullying.gov, and other professionals in the field, as a non-intrusive approach to the difficult conversation...

1. What does “bullying” mean to them, and investigate if they know all the ways it can be demonstrated?
2. What kind of kids (or even adults) do they think bullies are? Have them “describe” them to you.
3. Why do they think people bully?
4. Which caregivers, other adults, teachers, mentors, counselors, coaches, or other adults do they trust when it comes to talking about issues like these? What makes these people trustworthy? Then encourage them to help identify others who they believe possess the same qualities.
5. Have they (or anyone they know) ever felt afraid to go to school because of bullying? What did they do?
6. What do they think parents can do to help stop bullying?
7. Have they or their friends ever excluded other kids on purpose? Do they think that could be considered bullying? Why or why not?
8. What do they usually do when they see bullying occurring?
9. Do they ever see kids being bullied by other kids at school or online? How does it make them feel?
10. Have they ever tried to help someone who is being bullied? What happened? What would they do if it happened again?
11. If concerns regarding their responses are triggered, strongly consider seeking the support of a professional. Also be sure to provide them with the resources we have given to help them if they need it.

# OTHER SUGGESTIONS FOR PARENTS

There are also pretty easy ways that parents and caregivers can keep current with kids' lives:

- **Read class newsletters and school flyers. Discuss them at home during a meal, during car rides, or while just “hanging out.”**
- **Monitor/check the school website.**
- **Attend school events.**
- **Know those responsible for your kids' school transportation (i.e., bus, carpool, or designed drivers).**
- **Engage with teachers and counselors at school events or reach out through email to introduce yourself.**
- **Share phone numbers with the parents of other kids in your child's “friend group.”**
- **If you drive carpool, pay attention to the conversation of the kids you are transporting as they will often “forget” you are even there and talk openly about everything going on.**

## How to Approach, Handle, Heal, and Hopefully Move Forward from Cyberbullying or Cyber-Aggressive Events

1. Don't Retaliate and Write a Nasty Post in Response
2. Try Not to Take the Rude Comments Personally
3. Adopt a "60-Second (or longer!) Rule"; Insert a Modifying Thought Between Reaction and Response.
4. Do Not Reread the Offending Comments
5. Take a Screenshot for Proof
6. Block & Report the Cyberbully
7. Tell a Trusted Friend or Adult
8. Take a Digital Detox Break
9. Protect Your Mental Health
10. Circle Your Trusted Allies!

# FOR EDUCATORS, PRACTITIONERS, & PROFESSIONALS

There are actions you can take in the classroom, therapy session, or other group settings to address or prevent cyberaggression.

- 👤 If you suspect (or know) that a child is being cyberbullied, **speak to them privately** to ask about it. They may also have proof on their digital devices.
- 👤 If you believe a child is being cyberbullied, **speak to a parent about it**. Serve as a facilitator between the child, parent, and the school if necessary.
- 👤 To understand children's digital behavior and how it relates to cyberbullying, **increase your own digital awareness** and **remain current** with it.
- 👤 **Develop activities that encourage self-reflection**, asking children to identify and express what they think and feel, and to consider the thoughts and feelings of others. **Help children develop emotional intelligence** so that they can learn self-awareness and self-regulation skills and learn how to have empathy for others.
- 👤 **Create educational**, low risk role playing, group exercises, workbook or legitimately created/recommended video-based **activities surrounding cyberaggression**.
- 👤 **Role model, reinforce, and reward** positive behavior towards others.
- 👤 **Encourage peer involvement** in prevention strategies.

## **Laws, Sanctions, and Enforceable Rules of Online Engagement**

Although all states now have laws requiring schools to respond to in real life (IRL) bullying, many do not either include cyberbullying under these laws, or even specify the role schools or staff should play in responding to bullying that takes place outside of school or through online events.

Schools may take action either as required by law, or with local or school policies that allow them to discipline or take other action(s). Some states also have provisions to address bullying if it affects school performance.

You can learn about the laws and policies in each state, including if they cover cyberbullying, at: [www.cyberbullying.org/bullying-laws](http://www.cyberbullying.org/bullying-laws)



# Cyberbullying In The Workplace Statistics

- In past years, cyberbullying in the workplace has grown by almost 33.5%; the chances of being cyberbullying have risen by 57% since 2020.
- 64% of workers have experienced cyberbullying in the office at least one time.
- 74% of workers report have felt cyberbullying occurring at their offices.
- 50% of cyberbullying at the office occurs during online meetings. 35% of meeting-related cyberbullying happens in group meetings. 15% of cyberbullying occurs during face-to-face meetings.
- 9% of cyberbullying occurs via email.
- 21% of cyberbullying is seen between peers on the same level, whereas 14% of cyberbullying is observed to be from a lower level employee up.
- 50% of the cyberbullying at the office happens in meetings and get-togethers.
- Cyberbullying from remote employees was widespread at the time of the COVID-19 pandemic, and that continues to be a notable problem.
- As per a 2023 survey, remote employees are especially vulnerable to bullying behavior.
- 61.5% of the participants who worked remotely stated that they experienced cyberbullying.
- 48% of the workers who have stated experiencing workplace cyberbullying felt not supported by their companies.
- 34% of workers report having witnessed a growth in absenteeism as a result of business cyberbullying.
- 29% of workers who have witnessed cyberbullying at work fear they will also be targeted.
- Virtually 37% of the workers stated cyberbullying in the office said that the badgering was directly related to their ethnicity and race.
- Nearly 87% of employees report having witnessed cyberbullying through emails and social media networks.
- 40% of the workers who have witnessed cyberbullying at the office said that their relations with their peers were critically impacted.
- Females are 63.3% more likely than males to get targeted by cyberbullying in the workplace.
- 67% of office bullies are male; females are 33% of the offenders.
- 60% of the workers have witnessed that their companies were not doing enough to address cyberbullying in office.
- In nearly 67% of cases, the target of cyberbullying ends up leaving their present job.
- Only 23% of office cyberbullying issues result in bullies facing a negative effect.
- In 11% of cyberbullying in office cases, the bully is admonished but kept on board.
- Only 3% of offenders quit voluntarily.
- 14% to 20% of workers experienced they had been a victim of cyberbullying in their past jobs.
- 45% of the workers who have witnessed cyberbullying in the workplace experience depression and anxiety.
- 72% of the workers who witness cyberbullying in the office have tolerated mental health issues as a result.

Sources: [www.staysafeonline.org](http://www.staysafeonline.org); 2024  
[www.pubmed.ncbi.nlm.nih.gov](http://www.pubmed.ncbi.nlm.nih.gov), 2025

## WORKPLACE CYBERBULLYING CAN TAKE MANY FORMS INCLUDING:

- **Posting or sharing false, negative, or harmful content about someone**
- **Social media campaigns or other online content that disparages the victim**
- **Offensive or threatening emails**
- **Doxxing, or publicly publishing personal information like someone's home address**
- **Digital impersonation or creating a false identity or fake online profile using the target's image and photos**
- **Making false accusations**
- **Spreading lies or gossip**
- **Unwanted sexual harassment or sexual advances**
- **Encouraging self-harm or suicide**
- **Insulting language**
- **Humiliation on purpose**
- **Physical threats**
- **Harassment**
- **Sexual misconduct**

HOW CAN  
CYBERBULLYING  
AFFECT THE  
WORKPLACE  
BOTTOM LINE?

## Bullying Can Affect the Overall "Health" of an Organization

Increased absenteeism

Increased turnover

Increased stress

Increased employee assistance programs (EAPs) costs, recruitment, etc.

Increased risk for incidents

Decreased productivity and motivation.

Decreased morale

Reduced corporate image and customer confidence.

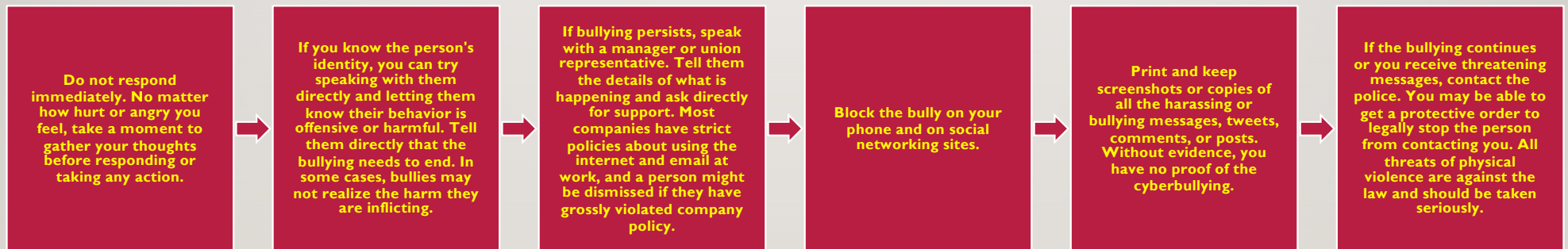
Poor and/or diminished customer service

Sources: [www.eoc.gov/laws/guidance](http://www.eoc.gov/laws/guidance)  
[www.workplacebullying.org/employer-costs/](http://www.workplacebullying.org/employer-costs/)

# HOW TO RESPOND TO CYBERBULLYING AT WORK

There are steps you can take to protect yourself if you are being cyberbullied at work.

Try these tactics to help you deal with cyberbullying behavior:



*If you are being bullied, you do not need to suffer in silence. Statistics show that as many as 1 in 5 employees have been the victim of bullying in the workplace, and your employers should adopt a zero-tolerance policy that protects workers.*

## If you feel that you are being bullied, discriminated against, victimized or subjected to any form of harassment

### DO:

- Professionally but **firmly tell the person** that his or her behavior is not acceptable and ask them to stop. You can ask a person you trust, such as supervisor or union member to be with you when you approach the person.
- Keep a factual journal or diary of events. **Record:**
  - The date, time and what happened in as much detail as possible.
  - The names of witnesses.
  - The outcome of the event.
- Remember, it is not just the character of the incidents, but **intent of the behavior and the number, frequency, and especially the pattern** that can reveal the bullying or harassment.
- Always **document and keep copies** of any letters, memos, e-mails, etc., received from the person.
- Immediately and consistently **report** the bullying or harassment to the person identified in your workplace policy, your supervisor, or a delegated manager. If your concerns are minimized, proceed to the next level of management.

### DO NOT:

**Retaliate.** You may end up looking like the perpetrator and will most certainly cause confusion for those responsible for evaluating and responding to the situation.

# WHAT CAN AN EMPLOYER DO?

The most important component of any workplace prevention program is **management commitment**. Management commitment is best communicated in a **written policy**. Since bullying is a form of violence and harassment in the workplace, employers may wish to write a comprehensive policy that covers a **range of incidents** (from bullying and harassment to physical violence).

## **A workplace violence and harassment prevention program should:**

1. Be developed by management and employee representatives.
2. Apply to management, employee's, clients, independent contractors and anyone who has a relationship with your company.
3. Define what you mean by workplace bullying (and harassment and violence) in precise, concrete language.
4. Provide clear examples of unacceptable behaviour and working conditions.
5. State in clear terms your organization's view toward workplace bullying and its commitment to its prevention.
6. Precisely state the consequences of making threats or committing acts.
7. Outline the process by which preventive measures will be developed and implemented.
8. Encourage reporting of all incidents of bullying or other forms of workplace harassment and violence.
9. Outline the confidential process how employees, including witnesses, can report incidents and to whom.
10. Assure no reprisals will be made against employees who choose to report their experiences.
11. Outline the procedures for investigating and resolving complaints.
12. Maintain confidentiality during the resolution process.
13. Describe how information about potential risks of bullying and violence will be communicated to employees.
14. Make a commitment to provide support services to victims.
15. Offer a confidential Employee Assistance Program (EAP) to allow employees with personal problems to seek help.
16. Make a commitment to fulfill the prevention training needs of different levels of personnel within the organization.
17. Make a commitment to monitor and regularly review the policy.
18. State applicable regulatory requirements, where possible.

Sources: [www.eeoc.gov](http://www.eeoc.gov); 2024  
[www.calhr.ca.gov](http://www.calhr.ca.gov); 2025

## AND FINALLY...

### Here are some cyberbullying resources for all:

- [www.nabh.org/government-relations/youth-services](http://www.nabh.org/government-relations/youth-services); “Safe Connections” campaign
- [www.cdc.gov](http://www.cdc.gov) and [www.vetoviolence.cdc.gov](http://www.vetoviolence.cdc.gov); the CDC’s online source of free violence prevention training, tools, and resources.
- CDC’s VetoViolence Facebook Page
- CDC’s Youth Violence Prevention Package; A Comprehensive Technical Package for the Prevention of Youth Violence and Associated Risk Behaviors includes a collection of strategies that represent the best available evidence to prevent or reduce youth violence. Also available in Spanish: Un paquete técnico integral para la prevención de la violencia juvenil y los comportamientos de riesgo asociados
- National Sexual Violence Resource Center; Online Harassment Resources; [www.nsvrc.org/blogs/online-harassment-resources](http://www.nsvrc.org/blogs/online-harassment-resources)
- [www.schoolsafety.gov/bullying-and-cyberbullying](http://www.schoolsafety.gov/bullying-and-cyberbullying)
- <https://youth.gov/announcements/resource-what-works-prevent-online-violence-against-children>
- [www.cyberbullying.org](http://www.cyberbullying.org)
- [www.commonensemedia.org](http://www.commonensemedia.org)
- [www.StopBullying.gov](http://www.StopBullying.gov)
- [www.kidshealth.org](http://www.kidshealth.org)
- [www.childmind.org](http://www.childmind.org)
- [www.Cyberbully411.com](http://www.Cyberbully411.com)
- Be Someone’s Hero; [www.youtube.com/watch?v=64LNwrd0fHg](http://www.youtube.com/watch?v=64LNwrd0fHg); (Available in English and with Spanish captioning)

# ADDITIONAL RESOURCES

## ORGANIZATIONS

- [Stopbullying.gov](http://Stopbullying.gov)
- [Stopbullying.org](http://Stopbullying.org)
- Cyberbullying Research Center at [cyberbullying.org](http://cyberbullying.org)
- [Dosomething.org](http://Dosomething.org)
- [Stompoutbullying.org](http://Stompoutbullying.org)

## BLOGS & PODCASTS

- National Crime Prevention Council hosts a podcast series exploring general cyberbullying information, taking action in schools, creating community change and how teens feel about cyberbullying
- [Stopbullying.gov](http://Stopbullying.gov) posts timely and relevant articles in their blog that include tips for cyberbullying prevention, advice on talking to your kids, additional resources, and more.
- The Doctors behind the Cyberbullying Research Center write blog articles monthly on specific topics related to cyberbullying.

## BOOKS & STORIES FOR ADOLESCENTS & TEENS

- *Bully*
- *Backlash*
- *Don't read the comments*

## EDUCATIONAL RESOURCE FOR PARENTS & TEACHERS

- "Bullying Today: Bullet Points and Best Practices."  
*Written by the Co-Directors of the Cyberbullying Research Center, this book is a practical and specific guide for anyone who wants to help young people through bullying issues.*

## APPS & SOFTWARE


- ReThink
- KnowBullying
- Stop!t
- Speak Up!

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**#CancelCyberbullying**



Q & A

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LYNNE PEDERSEN, ALTER THE COURSE, & ONE Recovery

ALL OF YOU!

& (AS ALWAYS), MY MOST ESTEEMED MENTOR: KAREN SHACKLEFORD, PH.D.

# Upcoming Sessions

3:00-3:45

Exhibit Hall Popcorn Social & Networking Opportunity



3:45-4:45

Workshop Session 3

A: From Numbers to Impact: Driving Revenue Through Comprehensive Community Care

Location: Redwood AB

B: Adolescent Programing: Dignified Treatment of Youth as Best Practice

Location: Willow B

C: Maximizing Revenue through Provider-Payer Relations and Contracting  
Organizational Growth and Resilience

Location: Willow A

4:45-5:30

Open Reception:

Empowering Your Organization Through NAATP Membership Offerings

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