



Empathy360 Guide

Resources EDUCATION for a community School without violence

1. 'Empathy360' Toolkit for Teachers (OER Resources)

This set of open educational resources (OER) is designed to support teachers in integrating empathy into the teaching-learning process, providing concrete tools for managing group dynamics and preventing conflicts.

Sample Lesson Plan: “Empathy Map in the Classroom”

- **Objectives:** Developing the ability to identify different perspectives and practicing active listening.
- **Duration:** 50 minutes.
- **Materials:** Post-it notes, flipchart, markers.

Recommended Practical Activities:

1. **“In the Other Person’s Shoes”:** Students are given short scenarios about conflict situations (e.g. a new classmate who is ignored). They must describe what the character feels, thinks, and needs, without judging the actions.
2. **“Safety Circle”:** A weekly 15-minute session where each student can share a success or emotional challenge, using the “talking object” to ensure respect and quiet.
3. **“Emotion Detectives”:** Analysis of short video clips to identify non-verbal language and micro-expressions that betray the unspoken feelings of the protagonists.

All materials are available under a Creative Commons license, allowing them to be adapted to the specifics of each class.

2. Active Witness Guide

Often, violence persists not because of a lack of rules, but because of the silence of those who witness it. An **Active Witness** is someone who chooses not to remain indifferent, safely intervening to stop harmful behavior.

The 3D rule for safe intervention:

- **Distraction:** Create a break in the tense situation. Ask the victim what time it is or where a certain room is. This cognitive break can de-stress the aggressor.
- **Delegation:** If you feel in danger, seek help. Call a teacher, a security guard, or a person in authority. Say clearly, "Something is happening out there, we need help."
- **Directing:** Direct intervention when you are confident. Say clearly, "This behavior is not acceptable here" or "Please stop." Focus on the behavior, not the person.

How do you support the victim after the incident?

- Listen without judging and without asking "Why didn't you do something?".
- Validate their feelings: "It's normal to feel this way, what happened wasn't your fault."
- Accompany the victim to counseling or to a trusted adult if they wish.

3. Non-Violent Communication (NVC) Manual

Non-Violent Communication, developed by Marshall Rosenberg, helps us express ourselves honestly and listen to others with empathy, focusing on universal human needs.

The 4 steps to a constructive dialogue:

1. **Observation** : describe the concrete facts , without interpretations or evaluations.

Example: "When I see you're 20 minutes late for our meeting..." (not: "You're always frivolous").

2. **Feeling:** Express the emotion you feel about the observation.

Example: "...I feel frustrated and disappointed..." (not: "I feel like you don't respect me").

3. **Need:** Identify the need underlying your feeling.

Example: "...because I need predictability and respect for my time."

4. Request: Formulate a clear, positive, and achievable request.

Example: "Would you agree to call me next time if you know you'll be more than 5 minutes late?"

Practical example in the classroom: Instead of "Stop interrupting me!", a student can say: "When I'm talking and you interrupt me (Observation), I feel confused (Feeling) because I need to finish my idea (Need). Can you please wait until I finish before you respond? (Request)."

4. Cyber-Empathy

The digital world requires the same values as the real world. Lack of eye contact online can lead to lowered inhibitions and bullying behaviors.

Essential Netiquette Rules:

- **Think before you type:** Ask yourself: "Would I say this to the person in front of me?"
- **Respect privacy:** Do not share photos or private information of others without their explicit consent.
- **Avoid "Shouting":** Do not write in all caps, as this is perceived as shouting in the digital environment.
- **Don't feed the trolls:** Responding to aggression with aggression only escalates the conflict.

Combating Cyberbullying:

1. **Document:** Take screenshots of abusive messages or posts.
2. **Block:** Use blocking features to stop contact with the abuser.
3. **Report:** Use social platforms' reporting tools.
4. **Speak up:** Don't suffer in silence. Tell a trusted adult or friend.

5. Erasmus+ Journal: Good Practices and Testimonials

The Empathy360 project has generated real change in partner communities. Here are some examples of impact and voices from the field.

Examples of Good Practices:

- **"Empathy Ambassadors"**: A group of student volunteers trained to mediate small conflicts during breaks, before they escalate.
- **"Positive Message Box"**: An initiative where students anonymously leave notes of appreciation for their peers or teachers.

Testimonials of participants:

"Participating in the Empathy360 mobility changed my perspective. I learned that my anger actually hides a need to be listened to. Now, instead of reacting aggressively, I try to explain how I feel. Our class has become much more united."

— **Andrei, student , class 11th century**

"As a teacher, the biggest gain was the OER Toolkit. It gave me ready-to-use activities that "melted the ice" between students who hadn't spoken to each other for years. Empathy is learned, just like math, through constant practice."

— **Victorița E., Teacher**