

Hasbrouck Heights Public Schools
379 Boulevard
Hasbrouck Heights, New Jersey 07604

Mr. Frank D'Amico
Interim HIB Coordinator

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Dear Parents/Guardians,

The Board of Education, in accordance with state law, prohibits acts of harassment, intimidation, or bullying of a student. As the coordinator of Harassment, Intimidation, and Bullying for the Hasbrouck Heights Public Schools, this letter verifies our school district's compliance to Anti-Bullying Bill of Rights, P.L.2010, c. 122. Hasbrouck Heights Public Schools works tirelessly to secure a safe and civil environment that promotes student growth and achievement of high academic standards. Therefore, we continue to develop and maintain a healthy, supportive, and welcoming school environment that exemplifies [Anti-Bullying Bill of Rights](#).

As parents/guardians, your role is essential to assist us with implementing the law. Subsequently, we believe it is critical for parents/guardians to have a full understanding of the definition of harassment, intimidation, and bullying, the consequences for this behavior, and your rights as parents. Please click here for our [Board Policy](#). A complete copy of the Board's policy on harassment, intimidation and bullying (5512) may be found on the main page of the district website. Copies of the HIB policy are also available in the Board of Education office. **Below is an excerpt from our Board Policy specifically outlining what exactly constitutes harassment, intimidation, and bullying.**

Harassment, intimidation, or bullying means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

- 1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or by any other distinguishing characteristic; **and that***
- 2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3; **and that***
- 3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils; **and that***
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a pupil or damaging the pupil's property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; **or***
 - b. Has the effect of insulting or demeaning any student or group of students; **or***
 - c. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.*

Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).

Any acts of harassment, intimidation or bullying should be reported to the Principal or Vice Principal of the school your child attends. Most importantly, I would like to thank you for your support and hope you feel educated on our paramount focus to ensure a healthy, supportive, and welcoming atmosphere of our schools. We are looking forward to a successful 2016-2017 school year. Should you need further information, please feel free to contact me as the District's Coordinator of HIB by phone at 201-338-8815 or email at damicofra@hhschools.org

Sincerely,

Frank D'Amico, Interim HIB Coordinator