



Hasbrouck Heights School District

Harassment, Intimidation, and Bullying

2017-2018
School Year

Hasbrouck Heights School District

- ▶ [Tyler Clementi](#)
 - ▶ *The catalyst for the increase of awareness and stringent Anti-Bullying legislation in the State of NJ*
 - ▶ *NJ Anti-Bullying Law has become a model for other states to have stricter bullying laws*

Hasbrouck Heights School District Policy



#5512 HARASSMENT, INTIMIDATION, AND BULLYING

- ▶ The Board of Education prohibits acts of harassment, intimidation, or bullying of a pupil. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. *Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.* HIB records are not forwarded to post-secondary institutions.

Exact Legal

Definition of HIB



- ▶ “Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act or any electronic communication, whether it is a single incident or a series of incidents, that 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**
 - ❑ 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**
 - ❑ that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils; **and that**

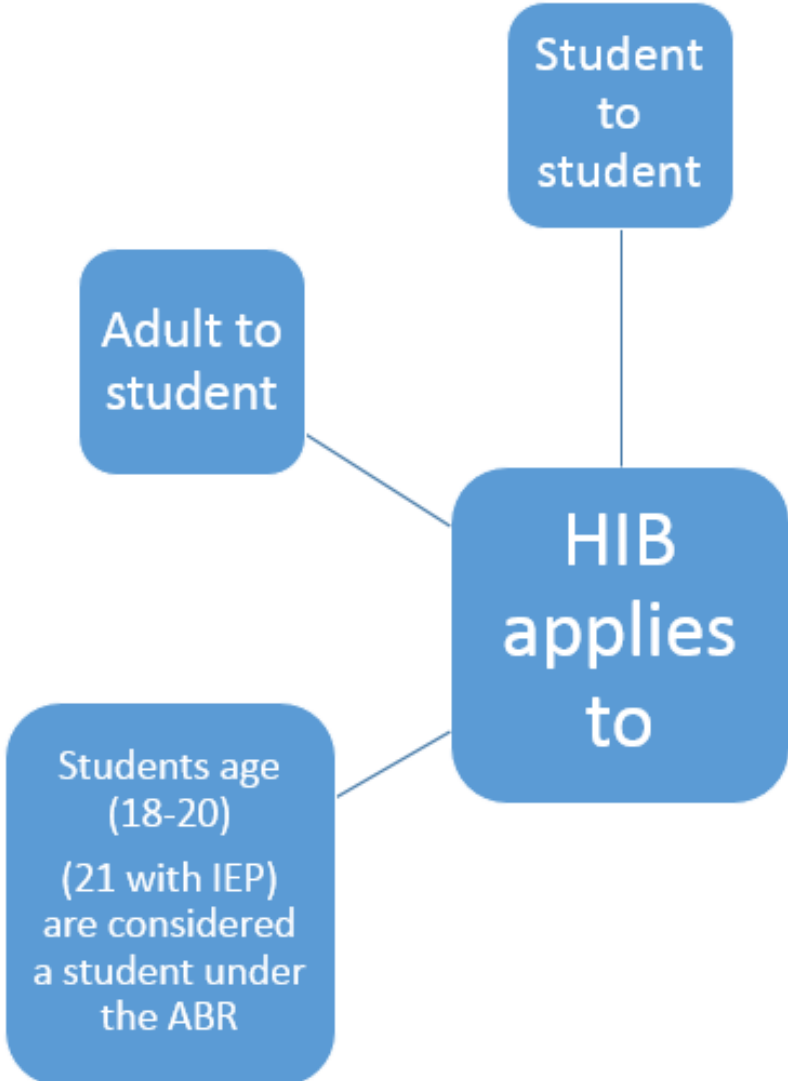
Definition of HIB (continued)



- ❑ a reasonable person (“reasonable person” is any adult member of the school community) should know if the circumstances 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**
- ❑ has the effect of insulting or demeaning any pupil or group of pupils, **or**
- ❑ creates a hostile educational environment for the pupil by interfering with a pupil’s education or by severely or pervasively causing physical or emotional harm to the pupil.



Anti-Bullying Bill of Rights applies to the following:



- Does not apply to
1. Adult to Adult
 2. Student to Adult

Preventing HIB of Protected Classes

Protected Class- race, creed, color, national origin, nationality, ancestry, age, sex (including pregnancy), familial status, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for military service, and mental or physical disability, perceived disability, and AIDS and HIV.

HIB includes “**Discrimination**” in that it targets a student because of any of the protected classes listed above.

Protected class are at a higher risk for HIB than general population.



Children with disabilities were 2 to 3 times more likely to be victims of HIB than other children.



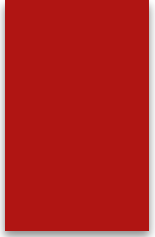
LGBT students reported being verbally harassed, physically assaulted and felt unsafe because of their sexual orientation (GLSEN, 2009).

Types of Bullying

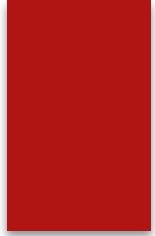
- ▶ Physical bullying
 - ▶ punching, shoving, spitting, taking personal belongings or acts that hurt people
- ▶ Verbal bullying
 - ▶ name calling, teasing, making offensive remarks or making threats
- ▶ Indirect bullying
 - ▶ spreading rumors
 - ▶ keeping certain people out of the “group”
 - ▶ getting certain people to “gang up” on others
- ▶ Cyber bullying
 - ▶ sending insulting messages through
 - ▶ e-mail, text messaging, social media, etc.



Conflict vs. HIB



Conflict	HIB
Equal power or friends	Imbalance of power, not friends
Can be fairly resolved by compromise and mediation	A fair resolution involves a change in the behavior of the bully; the target as no concession to make
Involves people with similar degrees of power	Involves a person or persons exerting their needs or interests
Equal emotional reaction	Strong emotional reaction from victim and little or not emotional reaction from bully
Efforts to solve the problem	No effort to solve the problem
Both parties are responsible for wrongdoing	Bully is responsible for wrongdoing
Is reciprocal; both parties contribute to the conflict	Is one-sided, one party instigates the target



What do I do if I see bullying or if a bullying allegation is presented to me?

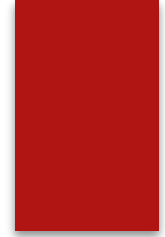
If bullying is stated we have to report and investigate.

1. Immediately contact the Vice Principal or Principal or Anti-Bullying Coordinator.
 - All acts of harassment, intimidation, or bullying shall be reported verbally to the school principal on the same day when the school employee or contracted service provider witnessed or received reliable information regarding any such incident.
 - (P.L. 2012, C.1)
2. Name the specific behavior, be descriptive and provide details:
 - I saw ...
 - I am concerned because...
3. Within 2 days of completing a verbal report to the Vice Principal, Principal, or the Anti-Bullying Coordinator (if previous two options are unavailable) the staff member must complete the written report form.

HIB Investigation Process

1. Verbal Report – School staff members are required to make a verbal report on the same day the HIB is observed or information is received. The principal takes appropriate action to protect students and implement the BOE’s HIB policies and procedures.
2. Parent Notification – The principal informs parents of accused HIB offenders and targets. Parents are called the same day of the incident being verbally reported.
3. Written Report – The staff member making the verbal report submits a written report within two (2) school days of the verbal report.
4. Investigation - is initiated by the principal or school designee within one school day of the verbal report of the incident. The investigation is conducted and completed by the Anti-Bullying Specialist assigned to the case in coordination with the principal or the vice principal.
5. A written investigation – is completed within ten school days of the written report. Principal or school designee will inform parents/ guardians
6. Investigation must be given to the Superintendent within two days of completion.
7. Results must be provided to the School Board by the time of the next Board meeting.
8. Within five days of the Board of Education meeting, the parents are sent a letter regarding the outcome of the investigation.
9. Parents can request a hearing in Executive Session after receiving all information. Hearing must be held within ten days of the request.

Strategies for Preventing Bullying



- ▶ Model a respectful, accepting atmosphere
- ▶ Focus on respect daily
- ▶ Catch students in the act of doing the right thing
- ▶ Look for positive examples in classroom assignments, novels, poetry, characters, etc.
- ▶ Create class projects that promote compassion and communication
- ▶ Share ideas, foster collaboration
- ▶ Model empathy

WHAT NOT TO DO



NEVER....

- ▶ Ignore the incident
- ▶ Doubt the fact that you have responsibility to intervene
- ▶ Accept the attitudes of “just teasing”, “just kidding”, “boys will be boys”, “you’re friends, you can work it out”.
- ▶ Engage in verbal or physical arguments/disputes.
- ▶ Take it upon yourself to engage in peer mediation with the bully & victim.
- ▶ Start the investigation yourself, if you suspect it is bullying.
- ▶ Leave the student who is being targeted alone with the student or students who are using bullying behavior.

HIB Summary

- Any School Employee or contracted service provider who witnesses or receives information regarding an act of HIB, must report it verbally and on the same day to the principal.
- Therefore if a student or parent reports an incident to a staff member, the staff member must report it to the Principal, Vice Principal, or Anti-Bullying Coordinator (if the other two options are unavailable).
- A written report must be completed by the staff member reporting the incident within two days of the verbal report
- Know what to look for, name-calling, exclusion, physical aggression, the victim becoming withdrawn, etc.
- Do NOT look the other way, we must follow the LAW.

Week of Respect 2017

October 2nd- October 6th, 2017



Wednesday, October 4th 2017

- HSMS Team Unity day=
Superhero Day!
- Wear your favorite super hero shirt or outfit.

HIB awareness lesson plans

- Use links below:
 - 1) [gDrive \[HIB Lesson Plans\]](#)
 - 2) Or create your own on [these topics](#)

Anti-Violence Week 2017

October 16th- 20th



Thank you for protecting
our students everyday!

Any questions:
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Interim Anti-Bullying Coordinator
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damicofra@hhschools.org





School Resources:

Anti-Bullying Information – www.hhschools.org

State Resources:

State of New Jersey Harassment intimidation and Bullying (HIB)

<http://www.state.nj.us/education/students/safety/behavior/hib>

Federal Website:

<http://www.stopbullying.gov>

Acknowledgements:

- NJ DOE <http://www.state.nj.us/education/students/safety/behavior/hib>



<http://bcove.me/akuirp61>

<https://www.youtube.com/watch?v=7-X3Pu20w24>

<https://youtu.be/3dc56kmpfjw>