

# Harassment, Intimidation, and Bullying

Parent Information Session  
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Presented by:

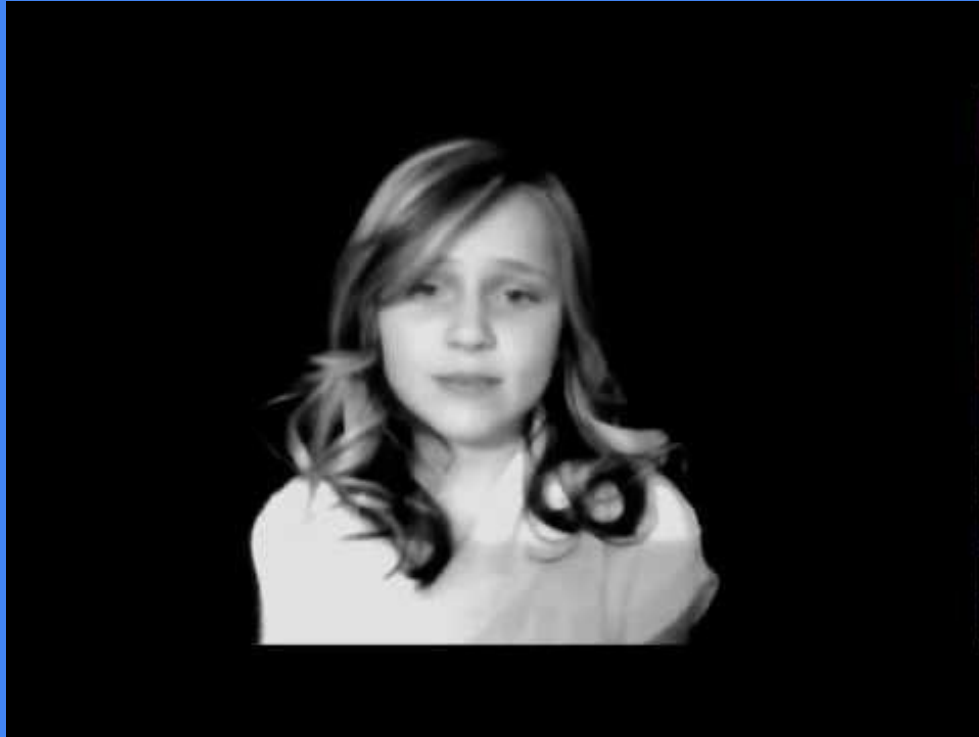
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# “The Choice”



# How common is Harassment, Intimidation, and Bullying?

- ★ One in six children are bullied regularly
- ★ Boys are 3-4 times likely to use physical aggression, girls are more likely to use verbal aggression.
- ★ Every month, 250,000 children report they are physically assaulted by other kids
- ★ 160,000 students miss school every year because they feel intimidated by their peers.

# Anti-Bullying Bill of Rights

P.L. 2010, c. 122, codified at *N.J.S.A.*  
18A:37-13 and various other sections  
of the law

- Intent is to strengthen standards for preventing, reporting, investigating, and responding to incidents of bullying and reduce the risk of suicide among students
- Legislation enacted September 2002 required schools to adopt a HIB policy
- Commission on Bullying in Schools established in January 2008; submitted its recommendations to the Governor in December 2009
- The new law was introduced in October 2010 Approved by the Legislature in November 2010 Signed by the Governor in January 2011
- EFFECTIVE September 2011

# What is HIB?

"Harassment, Intimidation or Bullying" means:

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- Any gesture, written, verbal or physical act or electronic communication, as defined in NJSA 18A:37-14, whether it be a single incident or a series of incidents that...

(\*"Electronic communication" means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or pager...including Facebook, emails, texts, etc.)

# What is HIB?

**Is reasonably perceived as being motivated by; Any actual or perceived characteristic, such as:**

**-race**

**-religion**

**-national origin**

**-sexual orientation**

**-mental, physical or sensory disability**

**-any other distinguishing**

**characteristic**

**-color**

**-ancestry**

**-gender**

**-gender identity & expression**

# What is HIB?

- 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.
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils.
- 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.

# What is HIB?



- Has the effect of insulting or demeaning any pupil or group of pupils.
- 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.





# Examples of HIB

(Must be based on perceived or actual characteristics)

- Name calling
- Teasing
- Gossiping
- Shunning
- Isolating
- Terrorizing
- Blackmailing
- Sexual harassment
- Manipulating
- Humiliating

# Conflict vs. Bullying - what is the difference?

Normal Peer Conflict	Bullying <small>HR</small>
<ul style="list-style-type: none"><li>• Equal power or friends</li><li>• Happens occasionally</li><li>• Accidental</li><li>• Not serious</li><li>• Equal emotional reaction</li><li>• Not seeking power or attention</li><li>• Not trying to get something</li><li>• Remorse - will take responsibility</li><li>• Effort to solve a problem</li></ul>	<ul style="list-style-type: none"><li>• Imbalance of power; not friends</li><li>• Repeated negative actions</li><li>• Purposeful</li><li>• Serious with threat of physical or emotional harm</li><li>• Strong emotional reaction from victim and little or no emotional reaction from bully</li><li>• Seeking power, control or material things</li><li>• Attempt to gain material things or power</li><li>• No remorse, blames victim</li><li>• No effort to solve problem</li></ul>

# Conflict vs. Bullying - what is the difference?



<https://www.youtube.com/watch?v=TkOdY4YiHf4>

# Reporting HIB

- Any employee who receives a report of HIB must **immediately** report the incident to Administration, and must provide a **written** report within two school days of when HIB was witnessed or reliable information that a student had been subject to HIB was received.
- Any parent who believes that an incident of HIB has occurred should report the incident to administration as soon as possible. **A reporting form can be found on the district's website.**

# Investigating HIB

- Administration will initiate investigation within 1 school day of verbal report.
- Anti-Bullying Specialist (ABS) leads investigation of incident, along with administration.
- Investigation must be completed no later than 10 school days from the date of the written report of the incident, and submitted to Principal, who will submit to Superintendent within 2 school days.



A stylized illustration of a man and a woman. The man on the left has brown hair and is wearing a green suit jacket and a bright green tie. The woman on the right has brown hair and is wearing a yellow top. A blue rectangular box is overlaid on the man's face, containing the title 'Parental Rights'.

# Parental Rights

- Parents of students who are parties to investigations have the right to information about investigations in writing within 5 school days after results of investigation are reported to the Board.
- After receiving information about investigation, parents may request a hearing before the board.

# What are we doing to fight Bullying here at school?



- **Training for all students and staff**
- **Anti-Bullying Coordinator and Anti-Bullying Specialists attend trainings to stay informed of any changes/revisions to the law.**
- **Classroom guidance lessons (respect, diversity, conflict resolution skills, etc.)**
- **Character Education lessons**
- **Core value assemblies and core value mailbox**
- **Bully Box**
- **Buddy Bench**
- **School Safety Team**

# School Safety Team



The role of the School Safety Team is to develop, foster, and maintain positive school climate by focusing on ongoing, systemic process and practices in school:

- Receive complaints of HIB that have been reported
- Receive copies of reports prepared after investigations
- Identify and address HIB patterns
- Educate community, students, staff members, and parents to prevent and address HIB



# School Safety Team



## Members

- **Anti-Bullying Specialists:**

**Cheryl Strickland(JHES) and Julie Katz(MTES)**

The Anti-Bullying Specialist is responsible for being the chairperson of the school safety team, leading the investigations of reported HIB incidents, and acting as the primary school official responsible for preventing, identifying, and addressing incidents of HIB in the school.

# School Safety Team Members, Cont.

A background graphic featuring several stylized human figures. One figure in the center is colored orange, while the others are grey. A horizontal blue line is positioned above the list of members.

- **Principal- Stacy Cullari(JHES) and Glenn Kershner(MTES)**
- **Teachers**
- **Parent**
- **Any other members determined by the Principal**

# What can parents do at home?



- Take your child's complaints of bullying seriously
- Watch for symptoms of bullying in your child such as behavioral or emotional changes
- Contact your child's teacher as soon as possible about bullying
- Listen. Encourage your child to talk about school and relationships
- Model for your child ways to solve problems without aggression and encourage your child to solve problems the same way.
- Help your child learn the social skills to make friends.
- Help your child develop strategies for dealing with bullies. **A child who feels there are many ways to handle a problem is a child who feels empowered.**

# Additional Resources

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

**<http://www.njbullying.org/>**

**<https://www.stopbullying.gov/index.h>**

# Questions?

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