

Harassment, Intimidation, and Bullying (HIB)

Blairstown Elementary School



Roles and Responsibilities at BES



- **District Anti-Bullying Coordinator : Dr. Elias, Principal**
 - The responsibilities of the ABC include the following:
 - ✦ Coordinating and strengthening the school district's policies to prevent, identify and address HIB of students
 - ✦ Collaborating with the ABS in the school district, the BOE and the CSA to prevent, identify and respond to HIB of students in the school district
 - ✦ Providing data to the NJDOE regarding HIB of students
 - ✦ Meeting, at a minimum, twice each school year with the ABSs in the district to discuss and strengthen procedures and policies to prevent, identify and address HIB in the school district.
- **School Anti-Bullying Specialist: Ms. Brady, School Social Worker**
 - The responsibilities of the ABS include the following:
 - ✦ Chairing the school safety team
 - ✦ Leading the investigation of HIB incidents in the school
 - ✦ Acting as the primary school official responsible for preventing, identifying and addressing HIB incidents in the school.

Definition of Harassment, Intimidation, and Bullying



HIB means any gesture, written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that:

- Is reasonably perceived as being motivated by any actual or perceived characteristic, such as:
 - **Race**
 - **Color**
 - **Religion**
 - **Ancestry**
 - **National Origin**
 - **Gender**
 - **Sexual Orientation**
 - **Gender Identity (expression)**
 - **Mental, physical, or sensory disability**
 - **Any other distinguishing characteristic**
- Takes place on school property, at any school sponsored function, **or off school grounds** (see policy for additional information)

Definition of Harassment, Intimidation, and Bullying



- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students, **and that:**
 - A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property;
 - Has the effect of insulting or demeaning any student or group of students; or
 - 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

Conflict vs. Bullying



- Bullying is not a phase young people must endure or outgrow. Bullying is not a conflict between students or among groups of students. Conflict is a mutually competitive or opposing action or engagement, including a disagreement, an argument or a fight which is a normal part of human development. Bullying is one-sided, where one or more students are victims of one or more person's aggression, which is intended to physically or emotionally hurt the victim(s).

Bullying Investigation Process



- All acts must be reported verbally to the school principal **the same day** school employee or contracted service provider witnesses event or receives reliable information (written report to principal within **two days**)
- Anti Bullying Specialist informs parents or guardians of **students** involved in alleged incidents
- **Within one day of reported incident**, ABS begins the investigation if one is needed.

Bullying Investigation Process (con't)



- Investigation must be completed promptly, written report **within 10 days** of incident to principal
- Superintendent must receive a written report **within two days** of investigation completion. Intervention services discipline or other appropriate actions may be rendered
- School board will receive the report at **it's first meeting** following the investigation

Bullying Investigation Process (con't)



- Parents of students involved may request a hearing with the school board in its executive session
- The board may also hear from the anti-bullying specialist/coordinator at the hearing during executive session
- Information will be presented to the school board and a decision will be determined