

Harassment, Intimidation, & Bullying (HIB)

Back to School Night
September 14, 2023



Introductions

Ms. Cartagena - Supervisor of Student Services/Anti-Bullying Coordinator
Mr. Medvecky - 6th Grade Teacher/Anti Bullying Specialist

**“If children feel safe, they
can take risks, ask
questions, make
mistakes, learn to trust,
share their feelings and
grow”**

—Alfie Kohn

Brief History

- **Original anti-bullying law established in 2002.**
The New Jersey Anti-Bullying Bill of Rights Act, also known as P.L. 2010, Chapter 122, is a policy created in 2011.
- **One of the strongest anti-bullying laws in the country.**
- **Recently amended in 2022 to set new requirements governing how schools address HIB.**

Visit NJDOE website. Keyword search: HIB



Scenarios

Is the situation considered a HIB
policy violation?

Scenario # 1

Jimmy and Robert are calling each other names. The kids around them begin to laugh and Jimmy gets upset. Jimmy is bigger than Robert and pushes him down.



Scenario # 2

A newer student, Allen, from a foreign country is at lunch and another student begins commenting negatively about the smell of his food and how weird it is.



Scenario # 3

Carol posts on SnapChat about another student in her class who is from a foreign country. The post says that the student smells and no one should be her friend.



Scenario # 4

Jamal threatens Hasan with embarrassing photos and he and his friends make fun of Hasan in class without the teacher hearing. Keep in mind, Jamal and Hasan are taller and bigger than average 6th graders and equal in size and physical strength.



(**HIB** - although there isn't a balance of physical power, there is an imbalance in power since one has embarrassing leverage over the other.)

Harassment, Intimidation & Bullying (HIB)

NJDOE Definition: “any gesture, any 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 either by 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 [handicap] disability, or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students.”

Bullying vs. Conflict

Bullying

- Bullying involves one or several people (the bullies) intentionally committing a mean or violent act against another person(s) or group of people (the victims).
- no mutual participation in a disagreement
- Bullying victims have a hard time defending themselves.

Conflict

- People are equally involved in some type of disagreement*
- All parties have played some role
- No imbalance of power
- Typically not involving a protected class/category

Characteristics

- 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; or
- Has the effect of insulting or demeaning any student or group of students [in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school]; 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.

Reporting Procedures

Students are encouraged to report any potential HIB incidents to staff members.

Students may submit an anonymous complaint.

The HIB reporting form is located on the school's website.

Reporting Procedures

All school employees are trained in HIB policies and procedures.

All staff is required to verbally report possible HIB violations to the CSA/CAC immediately and then follow up in writing within two school days.

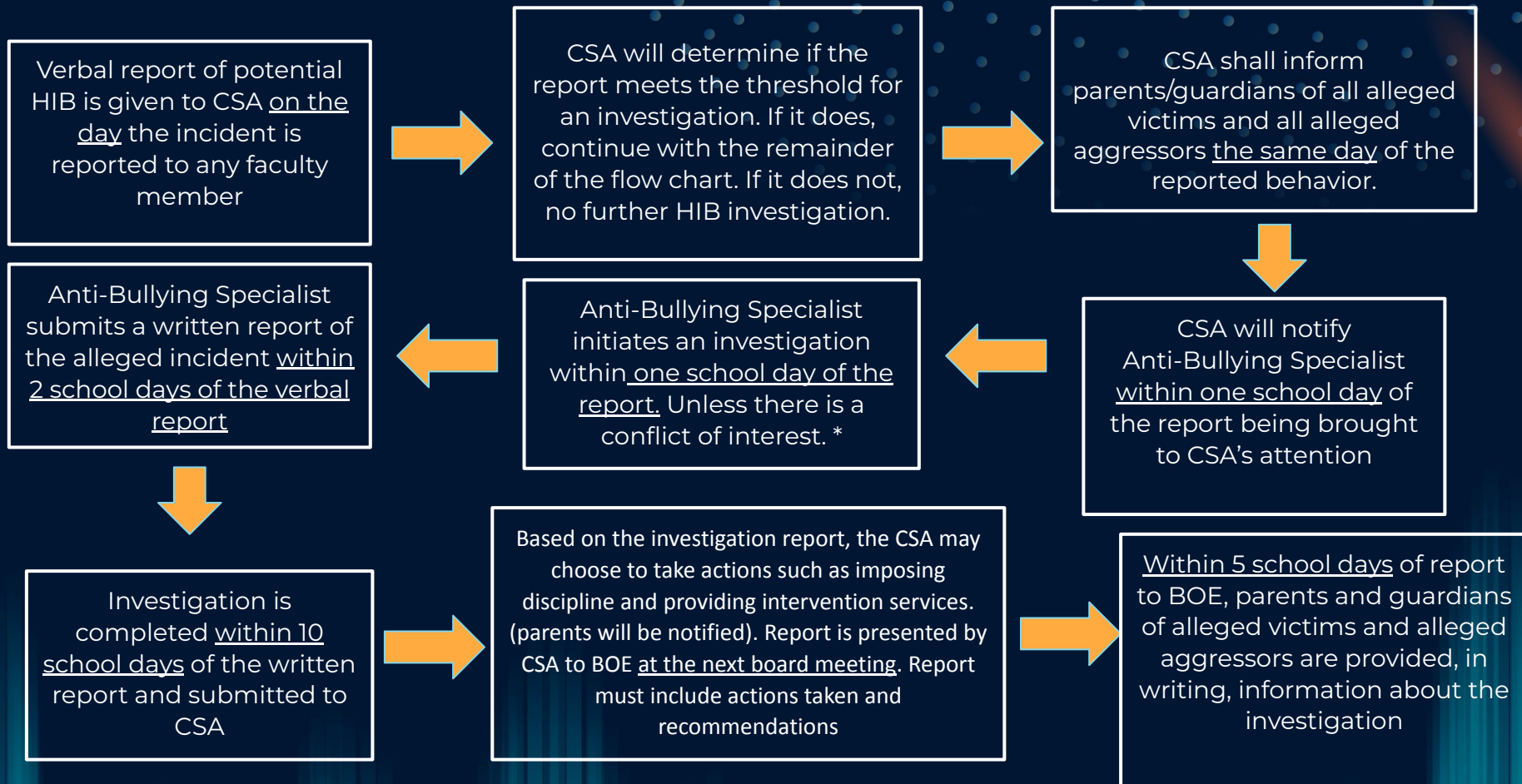
If the CSA/CAC determines the incident is in the scope of the definition of HIB, then an investigation will begin.



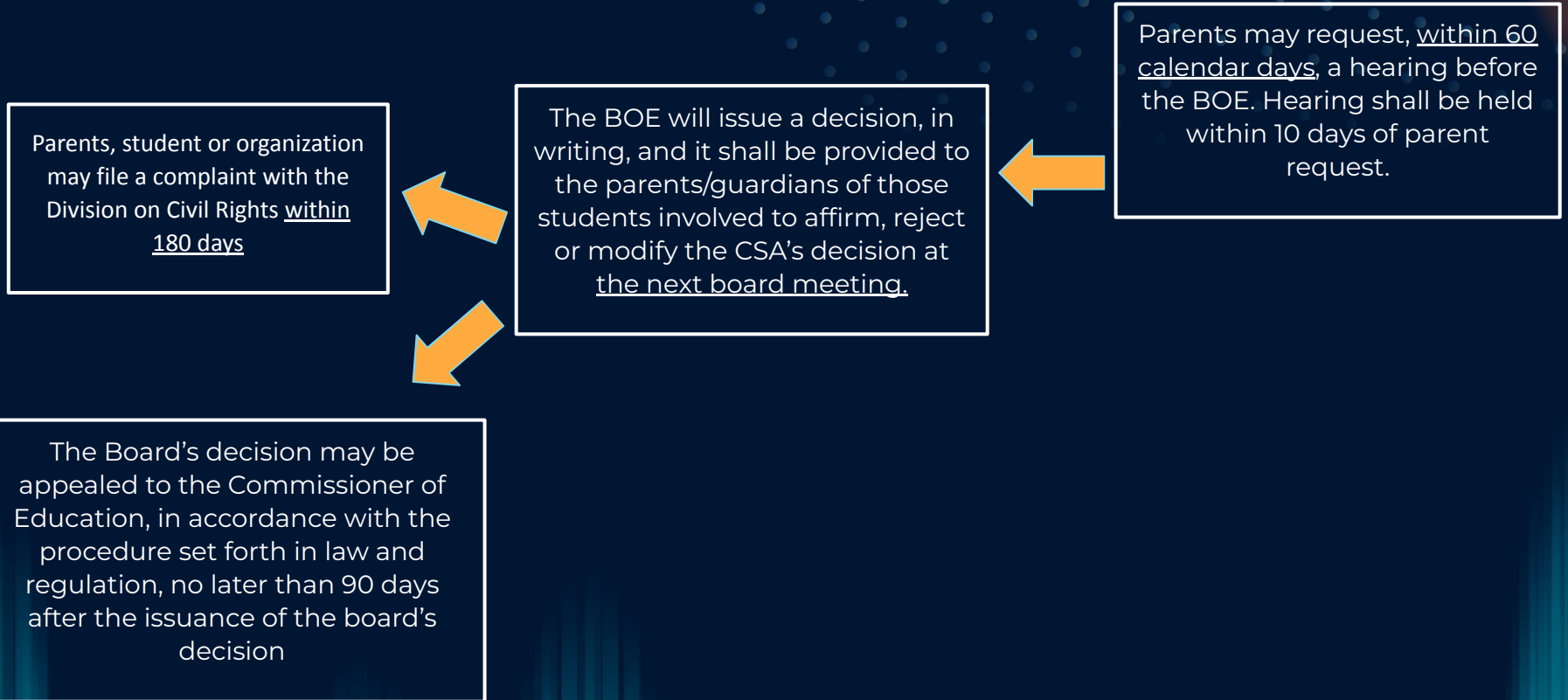
HIB Flow Chart

Let's examine the procedures for
investigating HIB complaints.

Flow Chart



Flow Chart cont...



Where does this information go? What's next?

**The HIB report
is not included
in a student's
cumulative
folder**

HIB database

**This will not
prevent a
student from
getting into
college or
participating in
school
programs**

**Regardless of
the outcome,
the same
considerations
apply**

code of conduct,
restorative justice,
etc

Concerns at School?

- Review our HIB policy and Code of Conduct on our website.
- Reach out to the teacher first.
- Reach out the Supervisor of Student Services, Ms. Cartagena by phone or email.
- Make a report by either email or by completing the HIB reporting form found on our website.

Important!!

- Although parents will be notified of possible HIB incidents as far as the investigation and outcome, it is important to know that specific student information, discipline, and/or intervention services are completely confidential.
- It is our responsibility to make sure that all reported incidents are evaluated and if applicable, impartially investigated and handled with the utmost discretion.
- We strive to create a safe and inclusive environment for all of our students and take all accusations seriously.