



# NJ Anti-Bullying Bill of Rights Act

2019-2020

# What is HIB Bullying

A subset aggressive behavior which:

- ▶ Is intentional and deliberately harmful
- ▶ Is motivated by a perceived characteristic:

Race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, mental/physical/sensory disability, or any other distinguishing characteristic.

HIB bullying can be the following types of behaviors:

- ▶ Gestures
- ▶ Written, verbal or physical act
- ▶ Electronic communication

# What defines **HIB bullying**

1. **Perceived characteristic**- hair color, eye color, skin color, socio -economic status, race, gender, sexual orientation etc.
2. **School Property**: Takes place on school property, school sponsored function, school bus or off school grounds (this includes summer)
3. **Intent**: Disrupts or interferes with the orderly operation of the school **AND**
  - 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 **OR**
  - 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

# What Bullying is NOT

- ▶ Arguments or altercations between peers
- ▶ Name calling
- ▶ Physical fights
- ▶ Teasing
- ▶ Conflict

# What is a Conflict (Not Bullying)

- ▶ Equal incidents
- ▶ Happens occasionally
- ▶ Accidental
- ▶ Not serious
- ▶ Equal emotional reaction
- ▶ Not seeking power or attention
- ▶ Not trying to get something
- ▶ Remorse-take responsibility
- ▶ Effort to solve the problem

# Location

- ▶ On school property
- ▶ At school sponsored function
- ▶ On a bus
- ▶ Off school grounds (including cyberspace)
- ▶ During school breaks (including summer)

# What is your responsibility?

- ▶ Any adult who has knowledge of an incident in which a student has been harassed, intimidated or bullied **MUST** report the incident to the principal, ABS (anti-bullying specialist) or ABC (anti-bullying coordinator).
- ▶ This includes: teachers, secretaries, administrators, paraprofessionals, cafeteria staff, custodians, bus drivers and crossing guards.
- ▶ An incident cannot go ignored. It is always the school's responsibility to respond to any situation.

# Roles and Responsibilities

- ▶ District Anti-Bullying Coordinator: will coordinate district implementation of the bullying law and oversee the Anti-Bullying Specialists (Roseann Walker).
- ▶ Anti-Bullying Specialists: chair the School Safety Team and lead all investigations, act as the primary school official in preventing, identifying and addressing all HIB incidents (one in each building).
- ▶ School Safety/School Climate Team: made up of the principal, a teacher, ABS and a parent. The purpose of the team is to develop, foster, and maintain a positive school climate. A school safety team shall meet at least two times per school year.
- ▶ Chief School Administrator/Superintendent (CSA)- works with the District Anti-Bullying Coordinator to finalize all investigations.



# Educating all stakeholders on the law

- ▶ Parents- Back to School Night, night time events, communication with teachers and administration
- ▶ Students- Character Education, school wide events, assemblies, classroom discussion
- ▶ Staff/Administration- Attend workshops and trainings.

# Timeline Magic Numbers

- ▶ Same day-Verbal report must be made to Principal or ABS on the same day of the incident
- ▶ 24 Hours- Parents must be orally notified by principal or ABS
- ▶ 2 days-Written or verbal reporting form must be completed within 2 school days
- ▶ 1 day- Principal initiates investigation
- ▶ 10 days- ABS and Principal have 10 school days to complete investigation
- ▶ 2 days- Investigation must be submitted to CSA within 2 school days after 10 day investigation
- ▶ 5 days- CSA has 5 days after Board Of Education reviews investigation (board meeting) to let the parents know what took place (letter is sent via mail to parent)
- ▶ 10 days- Parent may request a hearing. Board has 10 school days to hear them