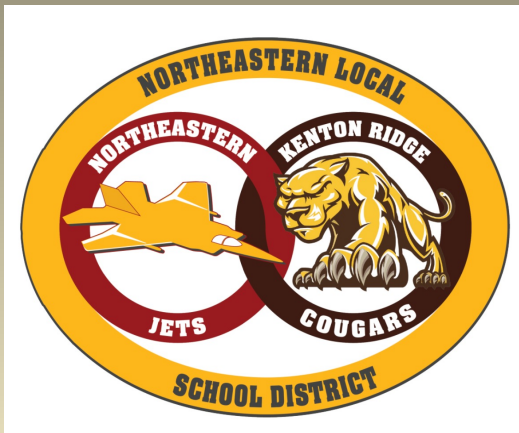




HIB & Retaliation Parent On- Line Training



**Northeastern Local
School District**



What is Harassment?

Harassment includes any conduct (verbal, written, graphic, digital, or physical) relating to another student's race, national origin, religion, color, disability, or gender that is sufficiently severe, pervasive, or persistent.

Harassment falls into one of the following categories:

BLATANT HARASSMENT

Includes sexually, racially, or ethnically motivated assaults, abusive graffiti, and verbal taunts and jeers meant to denigrate. Such incidents can escalate to serious abuse or violence.

INSTITUTIONALIZED RACISM

Encompasses the collective effect of practices and behaviors that prevent a targeted group from fully realizing the benefits of their own efforts or from sharing in publicly supported opportunities and activities.

Harassing behaviors may take on many forms including:

- **Verbal acts and name-calling; graphic and written statements, which may include use of cell phones or the Internet; or other conduct that may be physically threatening, harmful, or humiliating.**



What is Intimidation?

to make timid or fearful,
frighten and to compel/deter
by threats; causing fear of
injury or harm



What is Bullying?

An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or

- **In some cases perpetrators and their friends and associates may take retaliatory action against students who report incidences of harassment, it is crucial that schools institute measures that are reasonably calculated to prevent retaliation against the student targets. At a minimum, staff should make sure that the harassed students and their parents know how to report any subsequent problems and should make follow-up inquiries to see if there have been any new incidents of harassment or any retaliation.**

What is Retaliation?



How to Report & Respond Immediately to Instances of Harassment, Intimidation, and Bullying

Staff members **MUST** report all allegations of HIB. Each school must take immediate and appropriate action to investigate or otherwise determine what occurred.

The HIB Building Coordinator will immediately initiate an investigation which may take up to a week depending on the size and severity of the allegation. All underlying documentation from the investigation should be sent to the HIB Coordinator.

If an investigation reveals that discriminatory harassment has occurred, a school must take prompt and effective steps reasonably calculated to end the harassment, eliminate any hostile environment and its effects, prevent the harassment from recurring, and provide intervention for the victim and the offender.

Who Are the HIB Building/District Coordinators?

**Northeastern Middle/High School- Mr. Justice
& Dobbelaere**

**Kenton Ridge Middle/High School- Mr. Hill, Mr.
Linkhart, and Mr. Shaffer**

Northeastern Elementary School- Ms. Swafford

**Kenton Riedge Elementary School- Mr. Shaffer
and Mr. Snyder**

Transportation- Mr. McClain

**District HIB Coordinators- Mrs. McGuire and
Mr. Linson**

How to Refer – Investigation & Monitoring System

Anti-Harassment, Intimidation and Bullying (HIB) Resources



Anti-Harassment Statement	Anti-Intimidation Statement	Anti-Bullying Statement
Anti-Retaliation Statement	Anti-Harassment, Intimidation & Bullying (HIB) Online Trainings	
Board Policies on Anti-Harassment		

The Board will vigorously enforce its prohibition against discrimination and harassment based on sex, race, color, national origin, religion, disability, genetic information, or any other unlawful basis, and encourages those within the School District community as well as third parties, who feel aggrieved to seek assistance to rectify the problems. The Board will investigate all allegations of harassment and in those cases where unlawful harassment is substantiated the Board will take immediate steps to end the harassment. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action, which could include suspension, expulsion, or appropriate discipline for district employees which could include termination.

NELSD HIB Resources Web Page

Anti-HIB District & Building Contacts

Mrs. Carrie McGuire
Lead Mental Health Therapist
[\(937\) 325-7615](tel:(937)325-7615)
carriemcguire@nelson.org

Mr. Steve Linson
Director of Pupil Personnel
[\(937\) 325-7615](tel:(937)325-7615)
stevelinson@nelson.org

Semi-Annual Harassment, Intimidation and Bullying Report

↓ 2022-23 First Semester Report

2022-23 First Semester

↓ 2022-23 Second Semester Report

Other Options to Refer for Harassment, Intimidation, and Bullying or Retaliation

Harassment (Title IX) - Bullying - Safety Tip Line

[\(937\) 568-7117](tel:(937)568-7117)

If you or someone you know has experienced harassment, intimidation, or bullying at school for any reason, you may make a complaint and to have the incident(s) investigated by the district. To make a complaint, individuals may submit complaints online, call the District's Safety Tip Line, and/or speak to one of the designated building/district contacts.

Safety Tip Line

On-Line Referral for HIB

[!\[\]\(c694a3ff3b077d76910920a6a1593ab4_img.jpg\) Submit an Online Referral](#)

Any student, parent/guardian, or school employee may complete this form and return it to any school employee. Any school employee who receives a completed complaint form or any other written or verbal complaint will immediately report the complaint to the District's Anti-Harassment Coordinator and the school official designated to handle harassment complaints. The designated school official will investigate and resolve the complaint under the District's policies and regulations, and consistent with all applicable federal and state laws.

Be Responsive and Approachable



Explain to your child how to report HIB if it takes place!

Help foster connections to the school

Explain what Harassment, Intimidation, and Bullying is and who they can contact at school

**How we will keep your
child's school safe:
Addressing observed
or reported
allegations of racial
harassment and
retaliation**

**If you have any other
questions, please contact
your building or District
Anti-HIB Coordinator**

**Thank you for your
Participation!**