

# TITLE IX, HIB & RETALIATION AWARENESS STAFF TRAINING



# GOALS FOR STAFF TRAINING

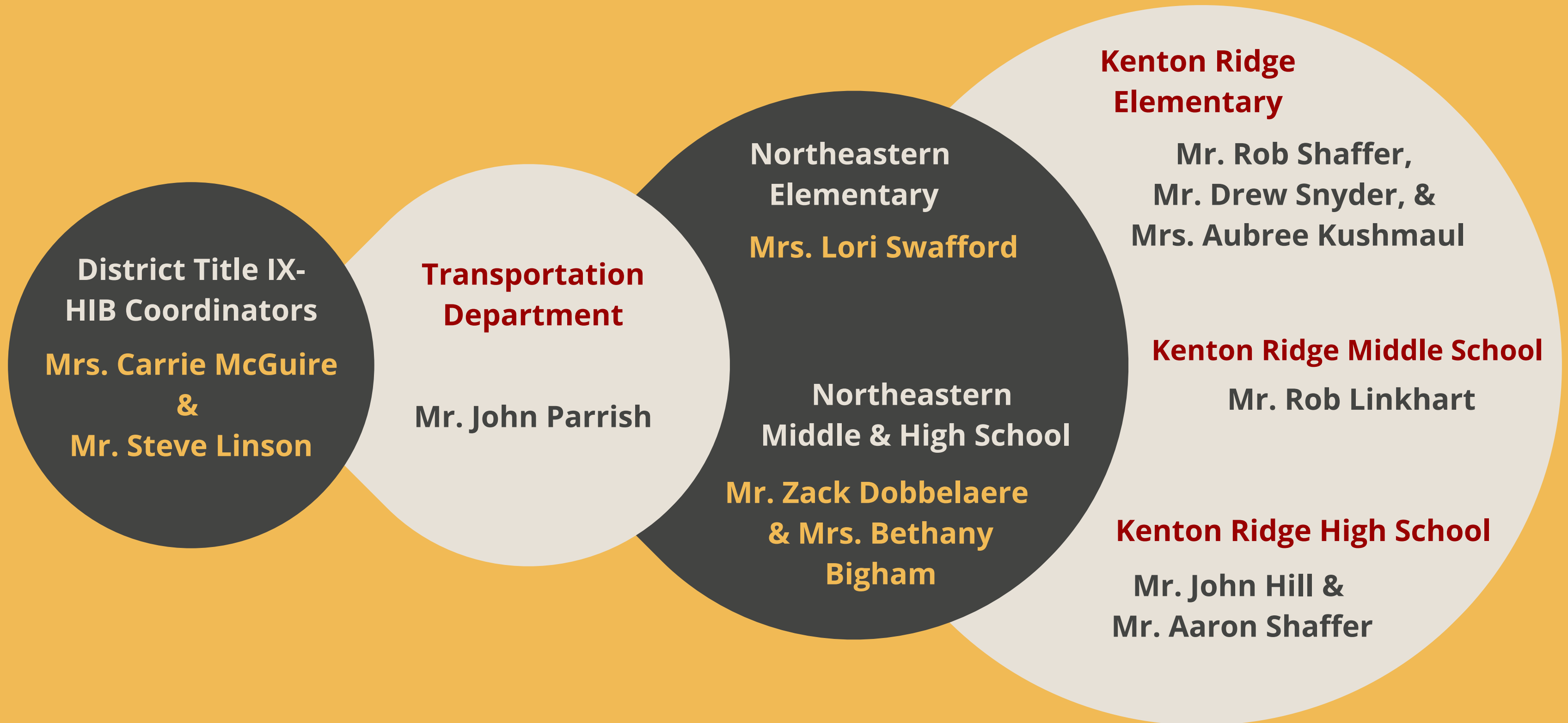


**Understanding staff's role and awareness of incidents of HIB and how to respond to an incident**

**Process of reporting and follow-up to incidents of Harassment, Intimidation, Bullying, and Retaliation**

**Who to contact when you see this happening in our District**

# HIB COORDINATORS



# REPORT & RESPOND IMMEDIATELY



Staff members **MUST** report all allegations of Harassment, Intimidation, Bullying, or Retaliation. Each school or department must take immediate and appropriate action to investigate or otherwise determine what occurred



The HIB Building Coordinator will contact the alleged offender/victim (or parent/guardian) and initiate an investigation. They must explain the process and timeline depending on the size and severity of the allegation. After the investigation is complete, all underlying documentation from the investigation should be sent to a District HIB Coordinator

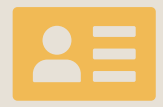


If an investigation reveals that harassment, intimidation, bullying, or retaliation has occurred, the District will take prompt and effective steps to end it. Both the victim and offender would be provided restorative practices and warned of retaliation against the whistle-blower.



# WHAT IS HARASSMENT

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**HARASSMENT**



**INTIMIDATION**



**BULLYING**

**Harassment includes any conduct (verbal, written, graphic, digital, or physical) relating to another person's race, national origin, disability, religion, color, or gender that is sufficiently severe or pervasive enough to create a hostile environment.**





# Harassing Behaviors May Take Many Forms



## Verbal acts and name-calling

May include use of cell phones or the Internet



## Graphic and written statements

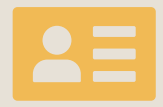
Other conduct that may be physically threatening, harmful, or humiliating



## Slurs regarding any protected class

# WHAT IS INTIMIDATION

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HARASSMENT



INTIMIDATION



BULLYING

**To make timid, fearful,  
frighten and to compel  
deter by a threat;  
causing fear of injury or  
harm**



# WHAT IS BULLYING

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**HARASSMENT**



**INTIMIDATION**



**BULLYING**



**Individuals who bully others use their power such as physical strength, access to embarrassing information, or popularity to control or harm others. These actions occur more than once.**





# Bullying Behaviors Include . . .



**An Imbalance of Power**



**Repetition**



**Making threats, spreading rumors, attacking someone physically or verbally, or excluding someone from a group on purpose**

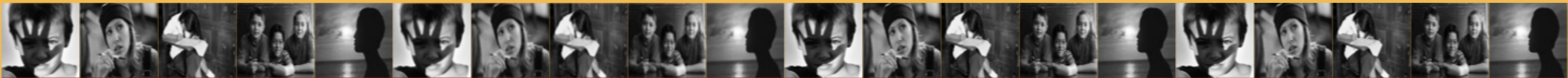
# WHAT IS RETALIATION

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**In some cases, offenders and their friends or associates may take retaliatory action against a victim who reported incidences of HIB, it is crucial that schools and departments inform all parties of what retaliation is and the consequence of it. At a minimum, investigators should make sure that the victim knows how to report any subsequent problems and should make follow-up inquiries or check-in to see if there have been any new incidents of HIB or any retaliation**





**Historically, school districts have responded poorly to  
Harassment, Intimidation, or Bullying due to a  
misunderstanding or apathy**

**“I might get in  
trouble for making a  
referral.”**

**“Nothing will be  
done!”**

**“It will only make it  
worse.”**



**Effective school districts  
have ongoing training,  
restorative practices, and  
proactive approaches  
available to staff to seek  
help or understanding and  
identifying Harassment,  
Intimidation, Bullying, and  
Retaliation**

# Responsive Approachable Administration & Staff

**Report ALL instances of HIB that you witness in our District**

**Know your Building and District Anti-HIB Coordinator(s)**

**Ask questions and seek the answers**

**Understand the process and provide support for others**



# HOW TO REFER

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VERBAL



**Contact your building or district HIB coordinator(s) with your concerns.**



TIP-LINE



ONLINE REFERRAL





# HOW TO REFER

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VERBAL



TIP-LINE



ONLINE REFERRAL

## NELSD Website

### 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.

# HOW TO REFER

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VERBAL



TIP-LINE



ONLINE REFERRAL



## NELSD Website



[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.

# NELSD HIB Resources Web Page

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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.

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## Anti-HIB District & Building Contacts

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

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

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## Semi-Annual Harassment, Intimidation and Bullying Report

↓ 2022-23 First Semester Report

2022-23 First Semester

↓ 2022-23 Second Semester Report



# Quick Recap of Training



**Do you know how to identify Harassment, Intimidation, Bullying, and Retaliation?**

**Do you know who to contact if you see it?**

**Do you know the different ways to make a referral or allegation?**



**THANK YOU FOR YOUR  
PARTICIPATION -  
PLEASE SIGN OFF THAT  
YOU HAVE COMPLETED  
THE TRAINING**

