



**Title IX, HIB &
Retaliation
Awareness
New Staff
Orientation**

**Northeastern Local School
District**

Goals for New Staff Orientation

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

Process of reporting and follow-up to incidents of HIB

Help create and provide a positive school culture

Who Are the HIB Building/District Coordinators?

Northeastern High School- Mr. Todd Justice

Northeastern Middle School- Mr. Zack Dobbelaere

Northeastern Elementary School- Ms. Lori Swafford

Kenton Ridge High School- Mr. John Hill

Kenton Ridge Middle School- Mr. Rob Linkhart

**Kenton Ridge Elementary School- Mr. Rob Shaffer & Mr.
Drew Snyder**

Transportation- Mr. Andy McClain

**District Title IX-HIB Coordinators-Mrs. Carrie McGuire &
Mr. Steve Linson**

Report & Respond Immediately To Instances of Harassment, Intimidation, Bullying, and Retaliation

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

The HIB Building Coordinator (Principal) will contact the parents of alleged offender/victim and 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 harassment, intimidation, bullying, or retaliation has occurred, the District will take prompt and effective steps to end it and any hostile environment and its effects, prevent the harassment, intimidation, bullying, or retaliation from recurring, and provide restorative practices for the victim and the offender.



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 or pervasive enough to create a hostile environment.

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; fear of injury or
harm



What is Bullying?

An Imbalance of Power: Individuals who bully others use their power—such as physical strength, access to embarrassing information, or popularity to control or harm others.

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 verbally, and excluding someone from a group on purpose.

- In some cases perpetrators and their friends and associates may take retaliatory action against students who report incidences of HIB, 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 victim knows how to report any subsequent problems and should make follow-up inquiries to see if there have been any new incidents of HIB or any retaliation.

What Is Retaliation?





Historically, schools have responded poorly to bullying and harassment due to misunderstanding, ignorance, or apathy.

Solely suspending students involved with HIB limits their opportunity to receive positive support for behavior change

Restorative practices and preventative approaches are preferred by responsive schools

Responsive and Approachable Teachers and Staff



Report ALL instances of HIB that you witness in our schools

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

Tap into student strengths and interests

Help foster connections to the school

Explicitly teach skills related to empathy and compassion

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

[!\[\]\(5a132f13505a6571904d622757b7a8f0_img.jpg\) 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.

**Thank you for
your
Participation**