



Barnegat Township School District

H I B



A Parent's Guide to Harassment, Intimidation & Bullying

Overview of the Anti Bullying Bill of Rights Act (ABR)

- The ABR defines harassment, intimidation and bullying (HIB) as 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 an 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 disability or by any other distinguishing characteristic; **and that**
 - Takes place on school property, at any school-sponsored function, 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; **and that**
 - 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 to his person or damage to his property; **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 or by severely or pervasively causing physical or emotional harm to the student. (N.J.S.A. 18A:37-14)

HIB Definition

- Key Components - 3 Part Test
 - a) Must have substantial disruption or interference
 - b) Must have distinguishing characteristic or characteristics
 - c) Must have one of the following:
 - Harm to self or property or fear of harm to self or property
 - Effect of insulting or demeaning to student or group of students
 - Creation of “hostile educational environment”

Distinguishing Characteristic

- Actual or perceived characteristics but not limited to:
 - Height/Weight
 - Hair Color/Style
 - Accent/Lisp/Stutter
 - Academic performance
- What a personal characteristic is **not**:
 - “Harmful or demeaning conduct **motivated only by another reason**, for example, a dispute about relationships or personal belongings, or aggressive conduct without identifiable motivation, **does not come within the statutory definition of bullying.**”

K.L. v. Evesham School District (App. Div. 2011)

Different Types of Bullying

Bullying can be direct (“face to face”) or indirect (“behind someone’s back”).

Generally, there are four types of bullying behaviors:

- **Verbal** – Includes name calling, taunting, constant teasing or making threats
- **Physical** – Includes hitting, punching, shoving, spitting, or taking or damaging personal belongings
- **Psychological** – Includes spreading rumors, purposefully keeping people from activities and breaking up friendships or other relationships
- **Electronic** – Includes using the internet, mobile phone or other electronic equipment to intentionally harm others, also known as cyberbullying.

Conflict Vs. Bullying

- Conflict
 - Equal Power
 - People are equally involved in some type of disagreement or argument.
 - Mutual, meaning everyone is more or less evenly involved.
 - When a behavior involves a conflict, the school will take action based on its code of student conduct.
- Bullying
 - Imbalance of power
 - One or several people intentionally committing an act against another person(s) or group of people.
 - No mutual participation in a disagreement, it is one sided.
 - When a behavior involves bullying, the school will proceed with an H.I.B. investigation based on ABR.

Reporting Matters to School Officials

- Start the conversation with the school official by saying “My son or daughter is having a conflict with.....”
 - This statement helps administration to pursue the potential conflict as a HIB or a student breaking the code of conduct.

The Path of a HIB Complaint

1. Verbal Report – School staff are required to make a verbal report on the same day the HIB is observed or information is received.

- Administration takes appropriate action to protect students and implement the BOE's HIB policies and procedures.

2. Parent Notification – The principal, vice principal or HIB specialist informs parents of accused HIB offenders and victims.

- Phone Call
- Written letters sent home to accused and victim(s).

The Path of a HIB Complaint Cont.

- 3. Investigation** – An investigation is initiated by the principal, vice principal or Anti-Bullying Specialist (ABS) within one school day of the verbal report of the incident.
 - The investigation is conducted by the ABS in coordination with principal or vice principal.
- 4. Written Report** – The staff member making the verbal report submits a written report within two school days of the verbal report.

The Path of a HIB Complaint Cont.

- 5.** Investigation Report – A written investigation report is completed within 10 school days of the written report.
 - The written report is submitted to the Superintendent within two school days of the completion of the investigation
- 6.** Chief School Administrator (CSA) Actions – The CSA (superintendent of schools) can make additional decision(s), as appropriate, based on the report.
- 7.** The Superintendent (CSA) Report to the BOE – The superintendent must report the results of the investigation and any actions taken to the BOE by its next meeting following the completion of the investigation.

The Path of a HIB Complaint Cont.

8. Information to Parents- within five school days after the results of the investigation are reported to the board of education, the school district must provide the parents with information about the investigation that is limited to the following:

- The type of investigation that was conducted
- Whether or not the district found evidence of HIB, as defined in the ABR
- Whether or not discipline was imposed or services were provided to address the HIB.

Limited Information and Student Privacy Laws: Parents are only entitled to review their child's educational records; a parent is not entitled to view the records of other students.

The Path of HIB Complaint Cont

9. Board of Education Hearing – The parent may request a hearing before the BOE, which is held within 10 days of the request and is conducted in executive session.
10. Board of Education Decision – The BOE, issues a written decision at the regularly scheduled BOE meeting following its receipt of the report.
 - The decision must affirm, reject or modify the Superintendent's decision.

Barneгат School District UPstander Initiative

- In Barneгат, we believe in family. We also believe in helping students become the best versions of themselves, and facilitating a positive school climate.
- Through this program, one altruistic student per school will be recognized monthly at our Board of Education meetings. These students will be nominated by building administrative and counseling staff.

- **The UPstander Cycle**

Family togetherness leads to

Increased sense of belonging, which leads to

Positive behaviors, which leads to

UPstanding school climate, which leads to

Student recognition, which leads to

Family dinner, which leads to

Family togetherness.

- More information about the UPstander initiative can be found at: <https://www.barneгatschools.com/Page/148>

What You Can Do as a Parent

- Help your child understand what Harassment, Intimidation, and Bullying (HIB).
 - What is it
 - How to be assertive
 - Helping others
 - How to get help
 - Resources that are available at school
- Keep the lines of communication open
 - Talk with your child.
 - Model for your children on how to be an upstander.
- Model how to treat others with kindness and respect.

Resources

StopBullying.gov

<https://www.stopbullying.gov/>

NJDOE Guidance for Parents on the Anti-Bullying Bill of Rights Act

<https://www.state.nj.us/education/students/safety/behavior/hib/ParentGuide.pdf>

PACER: National Bullying Prevention Center

<https://www.pacer.org/bullying/>

References

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www.barnegatschools.com