



Ensuring Safe Schools:
A Closer Look at New Jersey's
Anti-Bullying Regulation



Introduction

In this presentation, we will **explore** New Jersey's **Anti-Bullying Regulation** and its impact on ensuring safe schools. We will examine the key components and strategies for successful implementation.

New Jersey's Anti-Bullying Law

The **Anti-Bullying Bill of Rights** Act requires schools to establish anti-bullying programs and policies. It mandates reporting procedures, investigation protocols, and prevention initiatives.

School substitutes should familiarize themselves with Springfield's Harassment, Intimidation, and Bullying Policy which can be accessed on the district website.



“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any 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;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) 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 their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. 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.



Reporting and Intervention

Establishing clear **reporting mechanisms** and **effective intervention strategies** are critical. Encouraging bystander intervention and providing support to both victims and perpetrators is essential.

All staff members, including substitute employees, are required to verbally report alleged acts of HIB to the Principal on the same when the individual witnessed or received reliable information regarding any such incident.

Preventive Measures

Our school has a School Safety/School Climate Team that works to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture.

A key member of the School Safety/School Climate Team is our Anti-Bullying Specialist, who serves as the lead investigator of HIB incidents.





Impact on School Climate

Implementing the Anti-Bullying Regulation can significantly improve the **school climate** by fostering a sense of **safety, respect, and inclusivity**. It contributes to a conducive learning environment.

School substitutes play a key role in ensuring an optimal learning environment that does not tolerate acts of HIB.



Conflict vs. HIB

Conflict

- *“Mutually” competitive or opposing action or engagement
- *Includes disagreements, arguments, and fights
- *A normal part of growing up and of life

HIB

- *HIB is one-sided
- *One or more students are victims of one or more person’s aggression, as it applies to the HIB definition under the ABR
- *The intent is to physically or emotionally hurt someone



Best Practices

Identifying and sharing **best practices** from successful anti-bullying approaches can provide valuable insights for all school employees, especially substitutes. Collaboration and knowledge sharing are key to continuous improvement.

School substitutes benefit from seeking guidance from teachers and administration in order to better understand the best strategies to ensure a peaceful classroom environment.

Conclusion

In conclusion, New Jersey's Anti-Bullying Regulation serves as a **model for promoting safe schools**. By understanding the regulation's components and focusing on prevention and intervention, we can create a safer and more inclusive school environment for all students.



Thanks!

Do you have any questions?

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