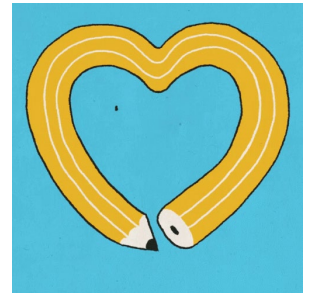


**The HIB Law
&
The Anti-Bullying Program in
the Freehold Borough School
District**



What is HIB?

“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, that;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, through social media; 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 his/her person or damage to his/her 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.



Cyber Harassment

Recently approved legislation, P.L. 2021, c.388 - S1790 ctd.

- If student commits crime of “**cyber harassment**” the law creates option for municipal court to order that a minor, under age 16, along with parent or guardian, attend a class or training related to cyber-harassment
- The parent or guardian may be fined up to \$100 for a first offense; up to \$500 for subsequent offenses for failing to comply with court order
- The parent or guardian can be liable in a civil action if parent demonstrates willful or wanton disregard in the exercise of supervision of a minor (related to cyber harassment)



Key Stakeholders

Anti-Bullying Coordinator:

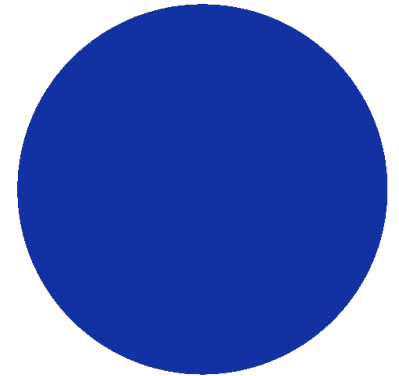
- Appointed by the Superintendent to work with all schools and staff on HIB related activities
- Assists with development and use of policies and procedures including investigation process
- Coordinates and facilitates staff training related to HIB
- Supports the building specialists
- Coordinates data collection and monitors data trends and progress

Anti-Bullying Specialist:

- Appointed by Principal or Superintendent
- Leads, in coordination with the principal, investigations of alleged HIB incidents
- Assists the principal in determining remedial actions to take place for a HIB incident
- Chairs the School Safety Team
- Facilitates prevention efforts and initiatives at the building level
- Provides ongoing remedial measures and support to all students involved in a HIB

School Safety Team:

- A team comprised of staff, parents, students, administrators, and community members
- Discusses, analyzes, and addresses HIB data, trends, and issues
- Creates action plans to address school climate and culture, and HIB initiatives



Examples of Distinguishing Characteristics

Race/ Ethnicity/
Religion

Skin color, culture, family background, language, religious beliefs and practices

Disability

Academic, Athletic, Physical, or Mental

Physical Appearance

Comments about height, weight, clothing, appearance

Sexual Orientation

A person who identifies as LGBTQ+

Socioeconomic Status

Comments about financial status, clothing, location, appearance, materials

Gender Identity

A person who may identify as another pronoun



The Investigation Process

Initial Report

An initial report is made verbally to the Principal on the same day. A [formal report](#) is given by the next day. All parents are contacted by the Administrator on the same day.

Conclusion

After interviews, the Anti-Bullying Specialist and Principal consult and determine if the incident falls under HIB. Remedial measures and consequences are put into place. The [final report](#) is shared with the Superintendent who makes the final determination.

Investigation

The Anti-Bullying Specialist will interview all students to discuss the report and take a [formal statement](#). This includes the alleged victims, accused students, and witnesses. There are 10 days to complete this.

Follow-Up

The report goes to the Board of Education. Parents receive notification of results after the Board of Education meeting. Parents may contest the results and request a board hearing if they choose within 60 days. Remedial measures continue to be implemented over time.



Bullying vs. Conflict

Not all incidents are confirmed HIBs. Sometimes there are ongoing conflicts between students. It is important to understand the difference between HIB, bullying, and conflict.

Bullying

- One-sided
- Imbalance of power
- No back and forth
- Emotional/physical harm towards victim
- No remorse or empathy
- Does not try to solve issue

vs.

Conflict

- Mutual, two-sided
- Disagreement, argument, fight
- Sometimes name-calling which can resemble HIB characteristics, but if both parties are involved then it would be conflict
- Tries to resolve the issue



Remedial Measures & Consequences

Remedial Measures	Consequences
Individual Counseling	Conference with Administration
Group Counseling	Detentions/Lunch Detentions
Classroom lessons	Suspensions (multiple offenses)
Conflict resolution (for non-HIB cases)	Schedule/placement changes for accused student
Social-emotional learning	Student Intervention Plan - 3rd offense
Reflective practices	Police reports (if necessary)

- **Consequences are given based on the number of confirmed HIB cases while in the district,** not necessarily within the same school year.
- **Consequences are paired with remedial measures** to implement reflection opportunities and restorative practices.




Our Role as a District in Prevention

- Create building and classroom **social norms** that reflect kindness, respect, acceptance, and empathy.
- Promote and reflect the **character education initiatives** at FLC and PAE, and the **ROAR qualities** at FIS.
- Encourage “**Upstander**” behavior, and teach students to say something if they see something.
- **Communication** with key stakeholders when there are potential issues to discuss course of action
- Development and maintenance of school-wide initiatives on **character education, social-emotional learning, and HIB instruction**
- Keep **ongoing and open communication** in the school building and use opportunities for **teachable moments** with students.
- **Educate students, parents, and staff** through programs and workshops on the HIB law, bullying, kindness, respect, and prevention
- **School-wide theme weeks and activities, lessons and presentations**
- **School Climate Team / School Safety Team**

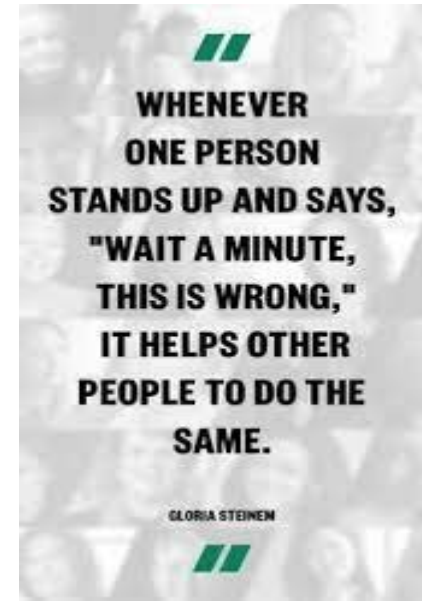


Building Initiatives

Freehold Learning Center	Park Avenue Elementary School	Freehold Intermediate School
<p>Character Education Program: <i>"Friendship, Leadership, Community"</i></p> <p>Super Students/Cape Ceremonies Tiger Tickets</p> <p>Student Ambassadors: Morning Show/School Safety Patrol Social-Emotional Learning Red Ribbon Week School Violence Awareness Week Week of Respect Individual Counseling Small Group Counseling Tiger Friends: Mentor Check-Ins</p>	<p>Six Pillars of Character Book Vending Machine Eagle Tickets Safety Patrol</p> <p>Social-Emotional Learning Student of the Month Red Ribbon Week</p> <p>School Violence Awareness Week Week of Respect</p> <p>Positive Morning Announcements Individual Counseling Small Group Counseling Classroom Lessons</p>	<p>ROAR Program Initiative Students of the Month Social-Emotional Learning Behavior Intervention Contracts Wellness Wednesday Cultural celebrations Kindness Challenge Red Ribbon Week School Violence Awareness Week Week of Respect Individual Counseling Small Group Counseling Reflective Practices Mentor Check-Ins</p> 

The Power of the Upstander

- Upstanders play a major role in HIB prevention
- Students can be taught to stand up for other students:
 - Telling the aggressor to stop what they are doing.
 - Telling an adult
 - Supporting the victim
- Upstanders can spread a chain reaction of “standing up for others” and implementing the “See Something, Say Something” mentality throughout school



Supporting Your Child at Home

- Have open conversations about what goes on in school and on social media.
- Talk about and model respect, empathy, kindness, and acceptance
- Celebrate and highlight differences in a positive light
- Know your child's friends and friend group
- Monitor social media
- Supervise what takes place in and out of school with your child
- Encourage opportunities for problem-solving discussions
- Teachable moments
- Ask questions

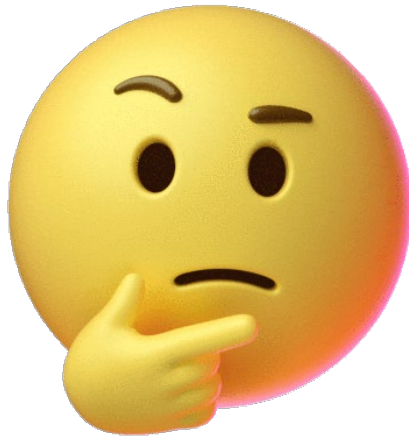


Thanks!

School	Anti-Bullying Specialist	Contact Information
Freehold Learning Center PreK-2	Kari Bellotti	732-761-2201
Park Avenue Elementary School Grades 3 & 4	Kaitlin Bennett	732-761-1011
Park Avenue Elementary School Grade 5 Freehold Intermediate School Grade 6	Kaitlyn Rochelle	732-761-2110
Freehold Intermediate School Grades 7 & 8	Jaclyn Lewandoski	732-761-1004



Let's Play a Game!



True or False!?

Only a person who is being “picked on” can ask for a HIB investigation



True or False!?

Only a person who is being “picked on” can ask for a HIB investigation



True or False!?

A conflict is one-sided, unwanted, uninvited aggression that can be accidental.



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True or False!?

An incident is a HIB only if it happens multiple times.



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True or False!?

Cyber-harassment is not involved in HIB.



True or False!?

Cyber-harassment is not involved in HIB.



True or False!?

This is a HIB. In class, student A has continued to walk by student B and make comments about how small the space is to walk through to get to their desk, also making a gesture towards student B indirectly about how much space they are taking. They only make this comment when student B is present.



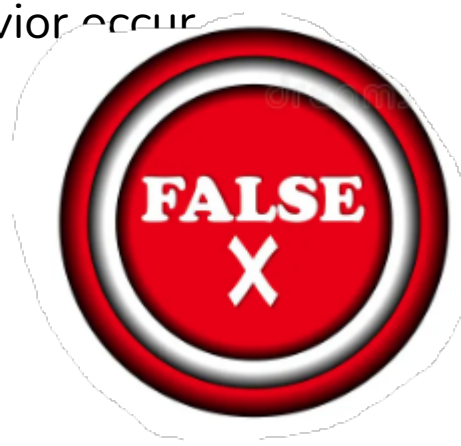
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True or False!?

This would be a HIB: In class, Serena reported to the teacher that Oliver called her dumb and bothers her. During the investigation, Oliver said that Serena calls him dumb too. They do not name any witnesses who have seen this behavior occur.



True or False!?

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True or False!?

This is a HIB. In physical education class, Jesse made comments to his friends about how Kim runs and looks. During the investigation, Jesse denies the accusations. Two witnesses confirm the comments. Kim does not say anything to Jesse.



True or False!?

This is a HIB. In physical education class, Jesse made comments to his friends about how Kim runs and looks. During the investigation, Jesse denies the accusations. Two witnesses confirm the comments. Kim does not say anything to Jesse.



Thank you!

