

Anti-HIB Student Training



Northeastern
Local School
District 6-12th
Grade

Agenda

What is the difference between Harassment, Intimidation, and Bullying?

HIB and Retaliation Facts & Concerns

How to make a Referral (3 ways)

HIB School Prevention and Student Interventions



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, pervasive, or persistent.



What are the Consequences of School Harassment?

Students who observe harassing behaviors at school may begin to think HIB is “Not a big deal”

- Some students join in on the Bullying, Harassment, and Intimidation.
- Others might worry about becoming the next target and not focus on learning.
- Some students will step in to mediate a situation and end up getting in trouble.



What is Intimidation?

to make timid or fearful :
frighten; *especially* : to
compel or deter by threats;
causing fear of injury or
harm

Inappropriate Behaviors That Will Effect Our School

- Intimidation and threats of physical violence motivated by race, color, or national origin
- Physical acts of aggression, bullying, fighting, or damage to another's property
- Demeaning racial jokes, taunting, racial slurs and derogatory racial "nicknames," innuendos, or other negative or derogatory remarks of a racial nature
- Graffiti and/or slogans or visual displays such as cartoons or posters depicting racial/ethnic slurs



What is Bullying?

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.

- In some cases students try to retaliate against someone that reported an incident. There will be severe consequences issued to students that retaliate against any student that would make a referral.

What is
Retaliation?





What we should know...

Almost 43% of sixth graders are bullied

Middle & High School tends to be a time where bullying and harassment occur the most

Most bullying/harassment takes place inside the school

Now that I know what HIB is ...

How do I report an incident if
I see it?

Who can I contact to make a
referral?

What is the HIB Hotline?

Where are the HIB referral
forms at?

HIB Building & District Coordinators

**Northeastern Middle/High School- Mr.
Dobbelaere and Mrs. Bigham**

**Kenton Ridge Middle/High School- Mr.
Linkhart, Mr. Shaffer, and Mr. Hill**

**District HIB Coordinators-Mrs. McGuire
& Mr. Linson**

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@nelsd.org

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

 [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.

Responsive school approaches include:

- Create a safe environment for everybody
- Move towards an appreciation of differences as they relate to race, ethnicity, national origin, religion, and/or ability.
- If you see Harassment, Intimidation, or Bullying, report it to a staff member, your principal, or your parents.

**Thank you for
your
participation.**