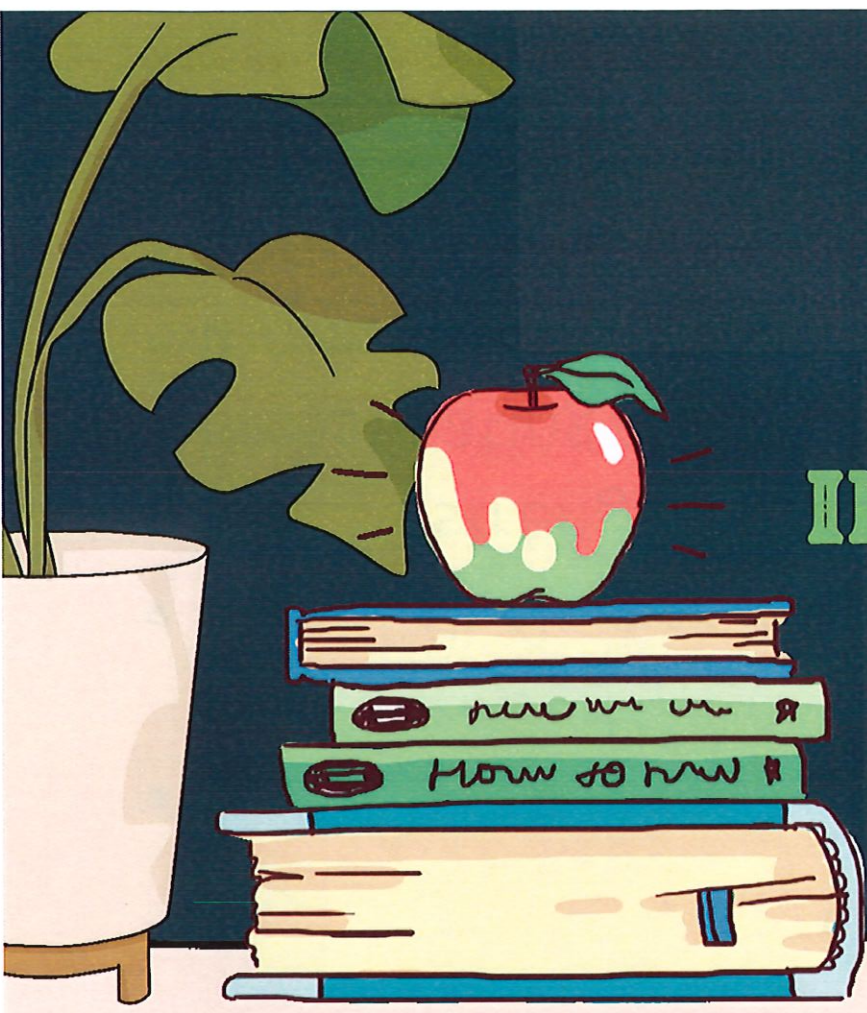


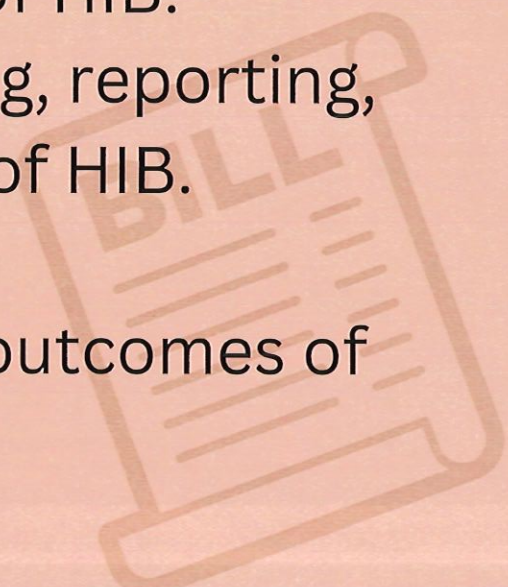
An illustration on the left side of the slide depicts a desk scene. On the left, a portion of a potted plant with large green leaves is visible. Next to it is a red apple with a green leaf. In front of the apple is a stack of four books. The spines of the books are colored blue, green, green, and yellow from top to bottom. The green spines have some illegible text and a small circular logo. The yellow spine has a blue bookmark sticking out. The entire scene is set against a dark blue background.

HARASSMENT, INTIMIDATION, AND BULLYING (HIB)

SOUTHAMPTON TOWNSHIP
SCHOOL DISTRICT

ANTI-BULLYING BILL OF RIGHTS (ABR)

PURPOSE

- Improve Harassment, Intimidation, and Bullying (HIB) laws adopted in 2002 and amended in 2007 & 2008.
 - Establish clearer standards for definition of HIB.
 - Clarify/strengthen standards on preventing, reporting, investigating and responding to incidents of HIB.
 - Increase school safety.
 - Reduce risk of suicide and other negative outcomes of HIB.
- 

PROVISIONS OF ABR: ROLES/RESPONSIBILITIES

District Anti-Bullying Coordinator (ABC)

School Anti-Bullying Specialists (ABS)

School Safety Teams

Board of Education

District Superintendent



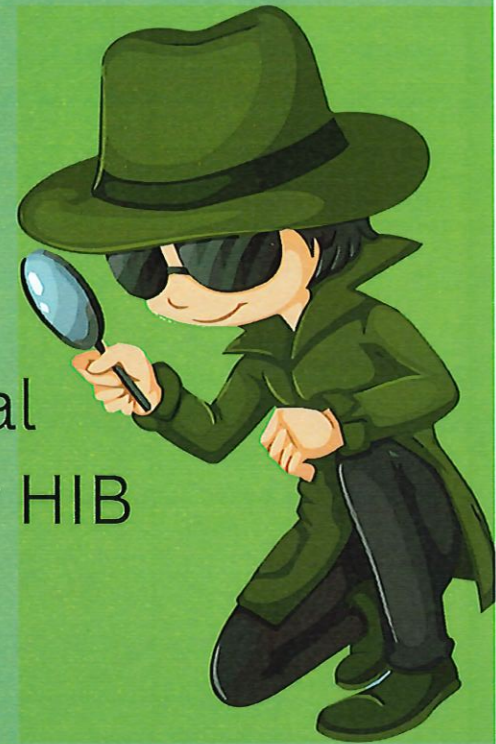
ANTI-BULLYING COORDINATOR (ABC)

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



ANTI-BULLYING SPECIALISTS (ABS)

- Appointed by the school Principal or Superintendent
- Leads, in coordination with the principal, investigation of alleged HIB incidents
- Assists the principal in determining remedial actions and consequences to take place for HIB incident
- Chairs the School Safety/Climate Team



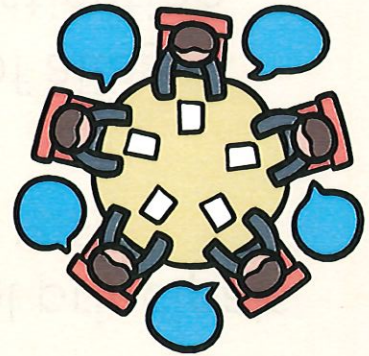
SCHOOL SAFETY TEAM (SST)

- Comprised of school principal, ABS, a school teacher, parent of a student, and any other members as appointed by the principal
- Develop, foster, and maintain a positive school climate by focusing on the ongoing and systematic practices in the school addressing climate issues such as HIB
- Receive copies of investigations*
- Identify and address patterns of HIB in the school*
- Review and strengthen the school climate and the policies of the school in order to prevent HIB of students

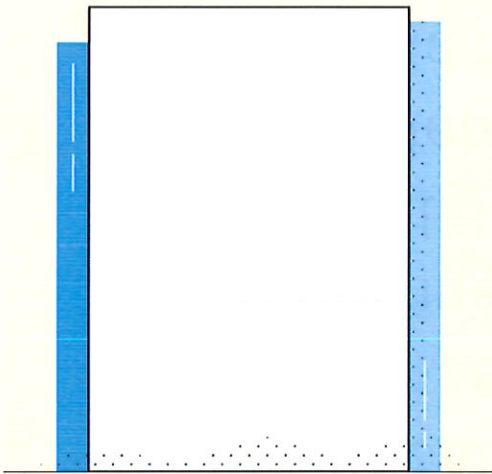
***parent serving on SST will not receive confidential information.**

BOARD OF EDUCATION (BOE)

- Board of Education (BOE) will develop, adopt, and publicize a HIB policy that includes: prohibition of HIB, definition, student expectations, consequences and remediation, reporting procedures, and investigation process.
- Annually review district HIB policy
- Complete training program on HIB
- Provide time for staff training
- Receive information on all HIB investigations from superintendent



DISTRICT SUPERINTENDENT

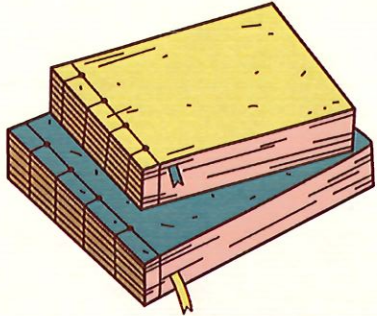


- Post HIB on district website
- Receive investigation report from school principals
- Provide BOE with information regarding HIB investigations
- Provide written notification to parents of alleged victims and perpetrators about the investigation findings
- Appoint District ABC (and sometimes the ABS)
- Report 2 times a year to BOE on district and school HIB data and trends
- Provide information and data to the NJDOE
- Post district and school grades once received from NJDOE

WHAT IS CONSIDERED A HIB?



HIB Defined- Needs to Meet all 3 Criteria

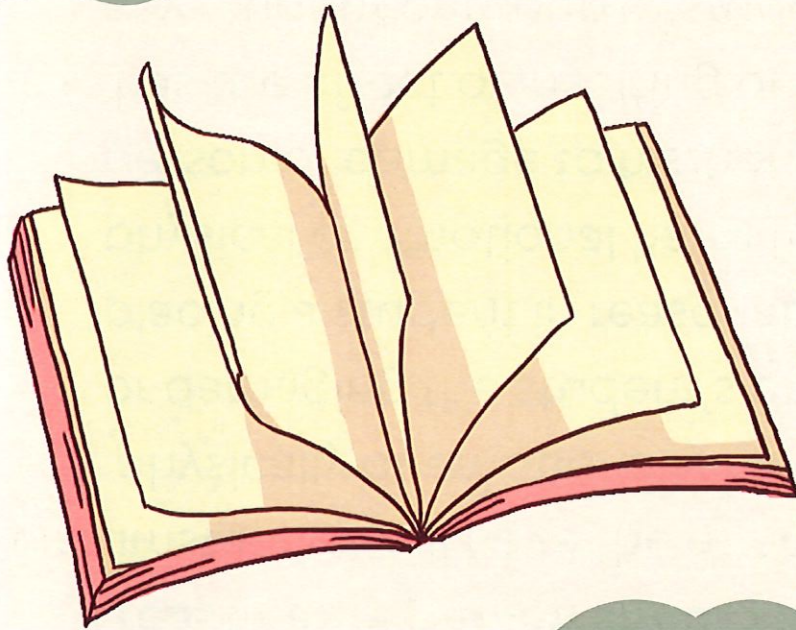


- **SUBSTANTIAL DISRUPTION OR INTERFERENCE**
 - **ACTUAL OR PERCEIVED CHARACTERISTIC**
 - **HARM (AT LEAST 1 OF 3)**
 - **SELF OR PROPERTY, ACTUAL HARM OR FEAR OF HARM**
 - **DEMEANING TO STUDENT OR GROUP**
 - **HOSTILE EDUCATIONAL ENVIRONMENT**
- (BASED ON THE PERSPECTIVE OF THE VICTIM)**



AN ACT OF HIB IS:

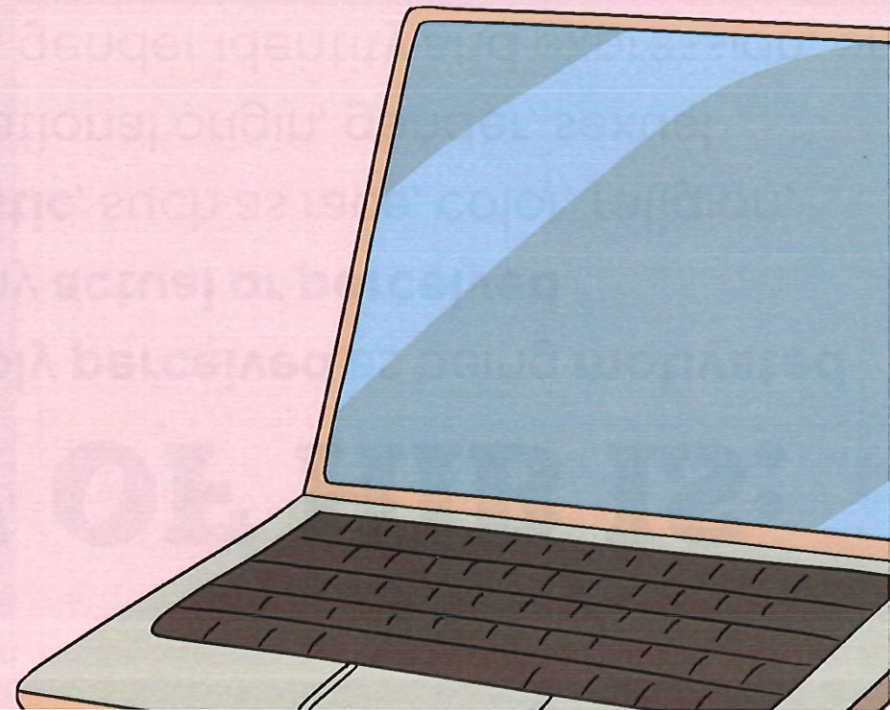
"...**reasonably perceived** as being **motivated** by either any **actual or perceived characteristic**, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental physical or sensory disability; or by any other **distinguishing characteristic**; that..."



AN ACT OF HIB CONTINUED..

"... 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/her person or damage to his/her property, or
- has the effect of insulting or demeaning any student or group of students, or
- creates a hostile environment for the student by interfering with a student's learning"

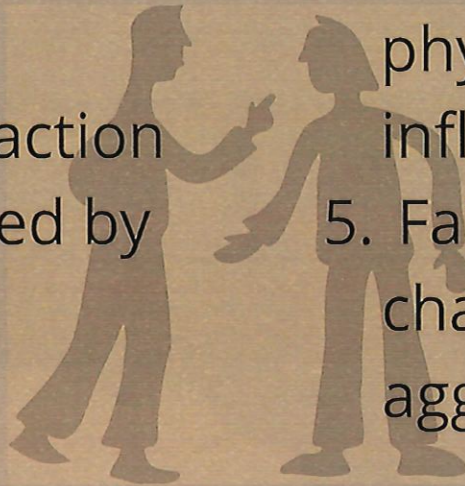


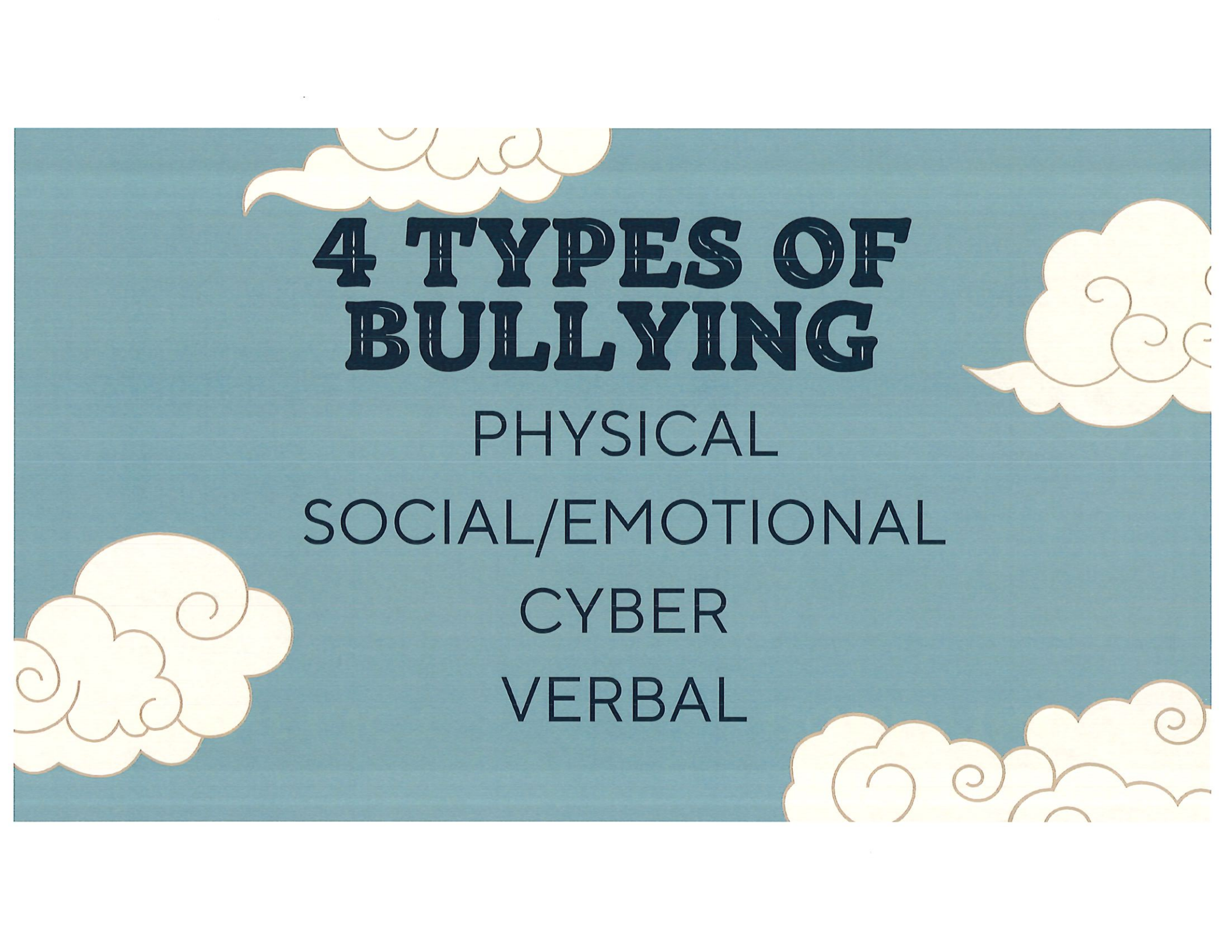
CONFLICT

1. Similar degrees of power
2. Can be accidental
3. Mutual disagreement
(includes arguments or fights where both parties participate)
4. Equal emotional reaction
5. Can be fairly resolved by compromise or negotiation

BULLYING

1. Involves an imbalance of power
2. Intentional
3. One-sided, unwanted, or uninvited aggression
4. Unequal emotional reaction - physical or emotional harm inflicted
5. Fair resolution involves a change in the behavior of the aggressor





4 TYPES OF BULLYING

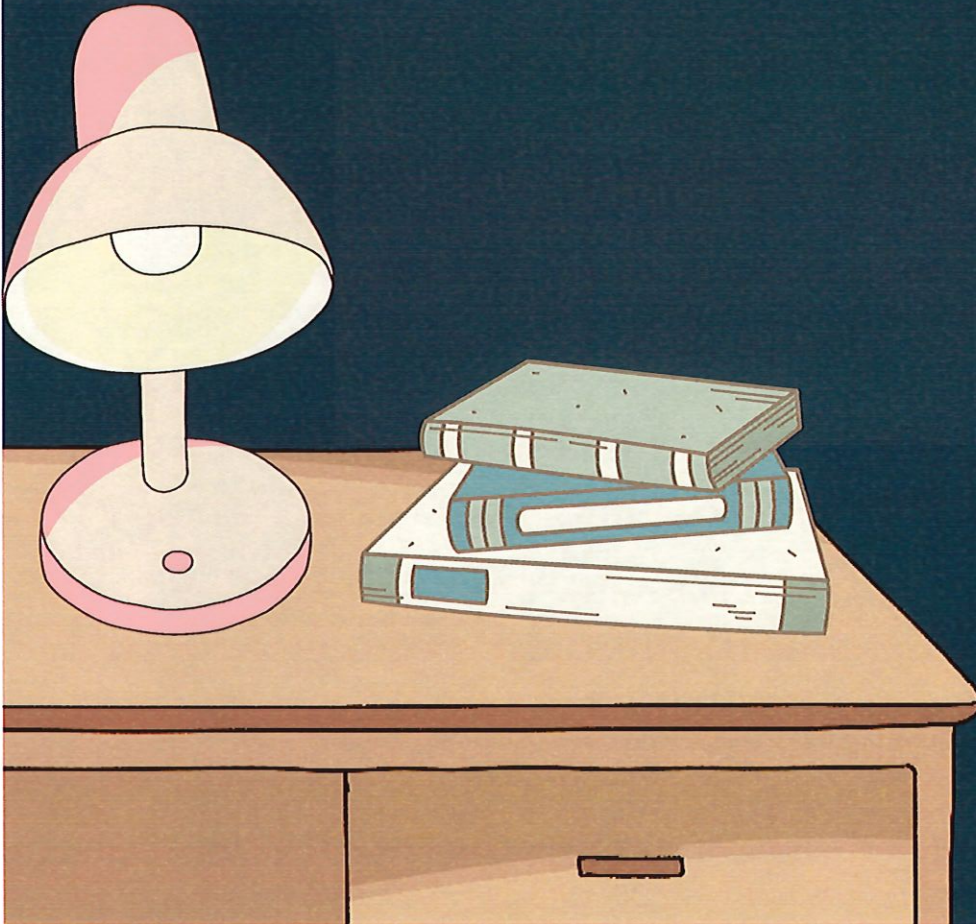
PHYSICAL

SOCIAL/EMOTIONAL

CYBER

VERBAL

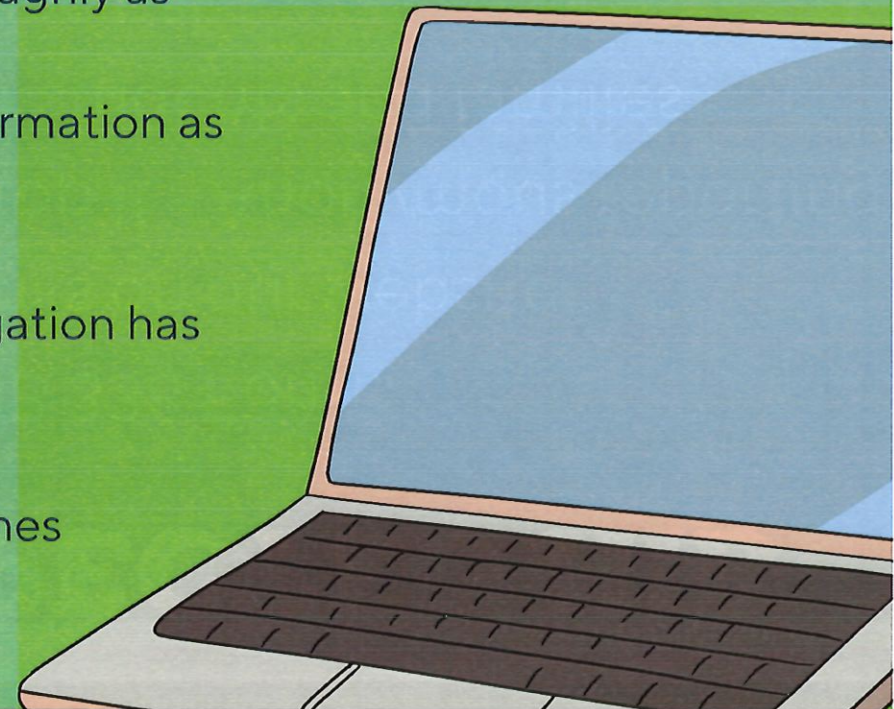
REPORTING SUSPECTED HIB



- HIB 338 Forms
- Links on our website
- Stop It - Anonymous reporting for students and families
- Principal
- Guidance Counselor
- Staff members

INVESTIGATING & REPORTING HIB

- Once reported- both sets of parents/guardians will be contacted to notify them of the start of the investigation.
- Investigation- We try our best to speak to as many students as possible to understand the situation as thoroughly as possible.
- Videos will be reviewed to capture as much information as we can.
- This can take up to ten days from start to finish
- Parents/Guardians will be notified once investigation has been concluded.
- Discipline will be administered if needed.
- HIB findings are presented to the BOE with names redacted.



REPORTING & PARENTAL RIGHTS

- Superintendent reports findings of HIB to BOE.
- Once the board confirms the superintendent's report, a letter will be sent home to parents/guardians.
- If parents/guardians do not agree with the findings, they have the right to appeal this to the board within 60 days of the date of the written notice.
- Parents/guardians must write a letter to the BOE secretary/business administrator requesting an appeal hearing.



REPORTING & PARENTAL RIGHTS

- The hearing must be held within 10 days of the request in executive session to protect the confidentiality of the students.
- BOE will make a decision to affirm, reject, or modify the superintendent's decision and notify the parents in writing.
- Parents/guardians may appeal the BOE's decision to the Commissioner of Education within 90 days after issuance.
- Parents/Pupils may file a complaint with the division of Civil Rights within 180 days.

SOUTHAMPTON HIB PREVENTION

- School Safety/Climate Team
- Staff In-services
- Parent programs
- School wide awareness activities and theme weeks
- Classroom activities, restorative practices
- NEW SEL curriculum
- STOPit App
- AND MORE!



HIB SCHOOL SELF ASSESSMENT

The Anti-Bullying Bill of Rights Act requires the Commissioner of Education to grade each public school and school district's efforts to implement the state law (N.J.S.A. 18A:17-46).

Once a year the School Safety Team meets to go over each set of criteria indicated by the state and assesses their current practices.

Our District Results on the Self Assessment



Met or Exceeded ALL criteria

Core Elements in the HIB Assessment:

- 1: HIB Programs, Approaches and Other Initiatives- Exceeding**
- 2: Training on the HIB Policies and Procedures- Meeting**
- 3: Other Staff Instruction and Training (ex: suicide intervention, etc.)-Exceeding**
- 4: Curriculum and Instruction on HIB and Related Information and Skills- Exceeding**
- 5: HIB Personnel- Meeting**
- 6: School Level HIB Incident Reporting Procedure- Exceeding**
- 7:HIB Investigation Procedure- Exceeding**
- 8: HIB Reporting- Meeting**

2022-2023 HIB School Data

School 1

Founded: 2

Unfounded: 3

School 2

Founded HIB: 3

Unfounded HIB: 1

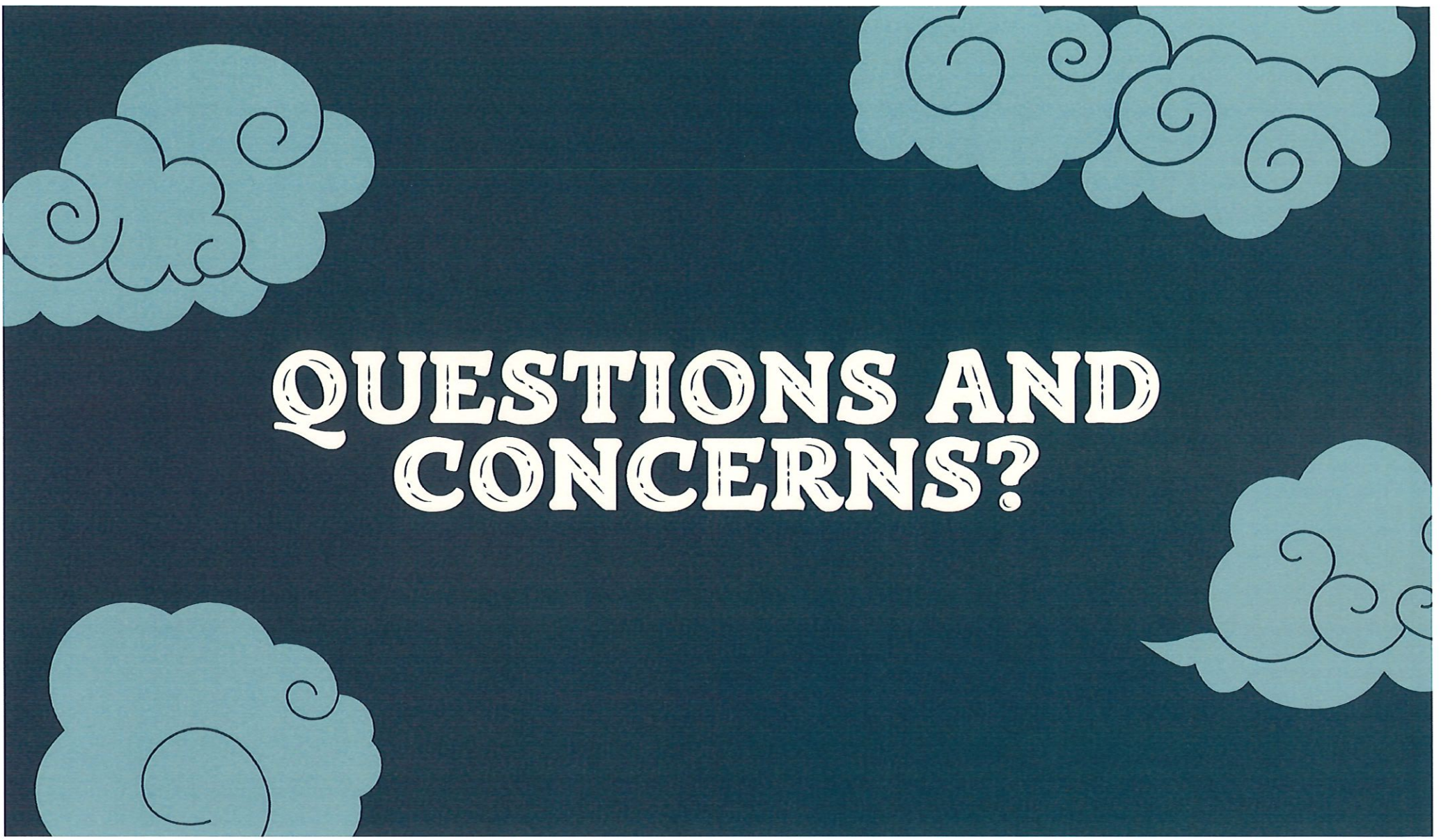
School 3

Founded: 4

Unfounded: 4

Our Take-Aways from the Self Assessment- How can we improve our current practices?

- Continue to provide staff training on HIB procedures and prevention
- Provide information to families so that they understand the HIB policies and know where to go to report issues and concerns (338 forms)
- Begin with preliminary investigations (new component to Hibster)

The background is a dark teal color. In the four corners, there are stylized, light blue clouds with black outlines and spiral details. The clouds are positioned in the top-left, top-right, bottom-left, and bottom-right corners, framing the central text.

QUESTIONS AND CONCERNS?

