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## District Anti-Bullying Specialists

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The Mahwah Public Schools and the District Board of Education believes that a safe and civil environment in the school is necessary for pupils to learn and achieve high academic standards. Since pupils learn by example, school administrators, faculty, staff, and volunteers are required to demonstrate appropriate behavior, treat others with civility and respect, and refuse to tolerate harassment, intimidation, or bullying. Harassment, intimidation, or bullying, like other disruptive or aggressive behaviors, is conduct that disrupts both a pupil's ability to learn and a school's ability to educate its pupils in a safe environment. Therefore, the school district will not tolerate acts of harassment, intimidation, or bullying.

Lisa Rizzo	District Anti-Bullying Coordinator
Craig Jandoli, Michael McCabe, and Joan Stewart	Mahwah High School Anti-Bullying Specialists
Marykate Coakley, Cassidy Sarka, Courtney Deloughery	Ramapo Ridge MS Anti-Bullying Specialists
Ashley Adams	Joyce Kilmer School Anti-Bullying Specialist
Natasha Carrera	Lenape Meadows Anti-Bullying Specialist
Cydney Rockman	Betsy Ross School Anti-Bullying Specialist
John Macri	George Washington Anti-Bullying Specialist



# Mahwah Public Schools

Harassment,  
Intimidation, and  
Bullying

*A Volunteer's Resource to  
Understand the Law*

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# What is HIB?

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- Any gesture, written, verbal or physical act, or electronic communication.
- Any actual or perceived characteristic (i.e. race, religion, national origin, sexual orientation, color, gender, mental, physical or sensory disability, etc.).
- May take place on school property, at school-sponsored function, on the school bus, or off school grounds.
- Must cause substantial disruption of the school or rights of the students.

AND

Meeting one of the following:

- Knowing that the action will physically or emotionally harm a student or their property.
- Insults or demeans a student or group of students.
- Creates a hostile environment by interfering with a student or group of students education.

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# What is my Role?

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If you see or hear anything that you perceive to be bullying, advise the teacher and the building administrator.

You will be asked to complete forms and provide information on what you actually witnessed.

In each step of the investigative process, you will be supported and guided by the school's anti-bullying specialist or building administrator.

**Volunteers are an essential part of our learning community. We appreciate your dedication to our schools!**

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# Conflict vs. Bullying

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## Conflict

- Mutual disagreement or difference in interests or goals;
- Is reciprocal;
- Both parties are responsible;
- Can be fairly resolved by compromise or negotiations;
- Often includes disagreements, fights, or arguments.

## Bullying

- Involves an imbalance of power;
- Is one sided: one party instigates;
- Hurtful behavior, involving wrongdoing;
- Intent is to physically or emotionally harm.

