

Parent FAQ

Harassment, Bullying, and Mental Health Services



HARASSMENT, INTIMIDATION & BULLYING (HIB)

What is the legal definition of Harassment, Intimidation and Bullying (HIB)?

Definition of Harassment, Intimidation and Bullying (HIB) are:

- Any gesture, written, verbal, or physical act or electronic communication that takes place on school property, at a school sponsored function or school bus. Electronic communication means a communication transmitted by means of an electronic device, including but not limited to a telephone, cellular phone and computer or remotely activated paging device.
- Incidents of HIB including cyber-bullying that occur away from school grounds may also be included if they endanger the safety of students or staff.
- Motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental, physical or sensory disability or any other distinguishing characteristic.
- When a reasonable person should know, under the circumstances, that the act will have the effect of physically or emotionally harming the pupil or damaging his/her property, placing the pupil in reasonable fear of harm to his/her person or personal property.
- Insulting or demeaning any pupil or group of pupils in such a way as to cause substantial disruption in or substantial interference with the orderly operation of the school.
- When any behaviors associated with sexual conduct, as defined by the Office of Civil Rights, are sufficiently severe, persistent or pervasive so that they interfere with student/school performance or create an intimidating, hostile or offensive school environment, these behaviors become sexual harassment.
- Also, a pupil exercising power and control over another pupil, either in isolated incidents or patterns of HIB behavior.

(N.J.S.A. 18A: 37-14 (2011))

- [State definition of HIB](#)

How do I report an incident of HIB?

If you feel an incident of HIB as defined above may have occurred, you can complete the Parent Form (link below) and submit it to any one of the School Anti-Bullying Specialists (ABS)/School Counselor in your child's school. Additional information can be found on our district website under the Student Services tab.

<https://www.srivernj.org/departments/student-services/hib-information>

How is an incident of HIB substantiated?

It must meet the HIB criteria as specified by state law in N.J.S.A. 18A:37-14.

- Any gesture, written, verbal or physical act, or electronic communication, whether a single incident OR a series of incidents.
- That is reasonably perceived as being MOTIVATED either by 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 takes place on school property, at any school-sponsored function, on a school bus or off school grounds that SUBSTANTIALLY DISRUPTS or interferes with the ORDERLY OPERATION of the school or the RIGHTS of other students.
- And that:
 - A REASONABLE PERSON should know will have the effect of physically or emotionally HARMING a student or DAMAGING THE STUDENT’S PROPERTY, or placing the student in reasonable fear of physical or emotional harm to his/her person or property; OR
 - Has the effect of INSULTING or DEMEANING any student or group of students; OR
 - Creates a HOSTILE EDUCATIONAL ENVIRONMENT for the student.

What happens if an incident of HIB is not substantiated?

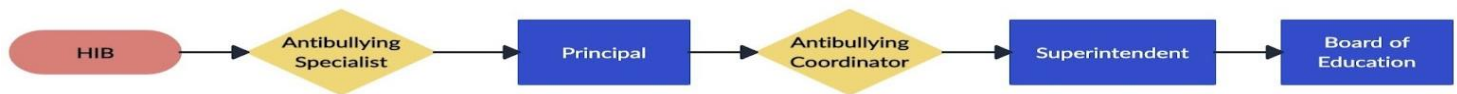
Just because an incident is not substantiated, it does not mean that an incident did not take place. Depending on the incident, students can be issued discipline through our code of conduct as well as some type of remediation/educational program to address the behaviors/incidents that were inappropriate, and to properly move forward.

What is the difference between bullying and conflict?

Bullying is different from conflict.

- Conflict is a disagreement or argument in which both sides express their views.
- Bullying is negative behavior directed by someone exerting power and control over another person.

Who do I contact if an incident is ongoing and not resolved?



Anti-Bullying Specialists (ABS)/School Counselors contact information is located under Mental Health Supports on the next page	HS – Jamie Kinard 732-613-4014 x6221 MS - Tom Rizk 732-613-4073 x7343 ES – Christian Valentin 732-613-4073 x7255 PS – Heather Lieberman 732-613-4006 x2001	Matthew Crouch, Anti-Bullying Coordinator 732-613-4014 x6229 mcrouch@srivernj.org	Dr. Zircher, Superintendent 732-613-4000 Dzukowski@srivernj.org	BOE 732-613-4000
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Does the school get involved if the bullying is happening outside of school or on social media?

Yes. If bullying occurs outside of school or on social media, the school will still conduct a formal HIB investigation. What occurs outside of the building naturally carries over into the school (especially if the student is now scared or has anxiety to come to school) and every child has a right to attend school in a safe environment.

When are the police contacted by the school?

We contact police when incidents involve bias, hate crime, assault, DCP&P calls, medical emergencies, weapons, threats.

MENTAL HEALTH SUPPORTS

What staffing is available at school to support students' mental health and wellbeing?

Staff Contact - click name to email	Phone number	Staff Contact - click name to email	Phone number
Nicole Howell, PS Counselor/ABS	732-613-4006 x2004	Jerika Crane, PS Psychologist	732-613-4006 x2215
Saaz Grover, ES Counselor	732-613-4073 x2368	Jodi Evanego, PS/ES Social Worker	732-613-4073 x7143
Alexandra Sondak, MS Counselor/ABS	732-613-4073 x7353	Amanda Johnson, ES/MS Psychologist	732-613-4073 x7142
Dawn Sutphin, MS Counselor/ABS	732-613-4073 x7352	Kelly Ferreira, MS Social Worker	732-613-4073 x7144
Skylar Lyons, HS Counselor/ABS	732-613-4014 x6002	Teresa Januska, HS Social Worker	732-613-4014 x6238
Caitlin Santaniello, HS Counselor/ABS	732-613-4014 x6003	Camille Benedetto, HS Psychologist	732-613-4014 x6132
Amanda Montemurno, HS Counselor/ABS	732-613-4014 x6004	Marimargaret Fernandez, PS Nurse	732-613-4006 x2111
Lauren Driscoll, MS/HS SAC/ABS	732-613-4014 x6005	Lauren Wines, ES Nurse	732-613-4073 x7240
Tomeco Washington, HS/MS ESS Clinician	732-613-4073 x7351	Lori Markowski, MS Nurse	732-613-4073 x7306
Diana Montero, HS ESS Clinician	732-613-4014 x6234	Gina Zargo, HS Nurse	732-613-4014 x6230

Do our schools provide instruction or curriculum to help our students develop healthy social and self-care skills?

- Responsive Classroom (K-5)
- Guidance Lessons (K-5)
- Problem Solving Program (6-12 Special Education)
- Social Skills Groups / Lunch Bunch (K-12)

What mental health resources are available to students and parents?

Perform Care	1-877-652-7624	Gen Psych	855-436-7792
Innerspace	732-322-8270	Rutgers Behavioral Health	800-969-5300
Positive Reset	732-955-4141	Princeton House	888-437-1610

Who do I contact if my child or family needs mental health support?

- Care Solace - Mental Health Referral Service - no health insurance necessary - bilingual operators



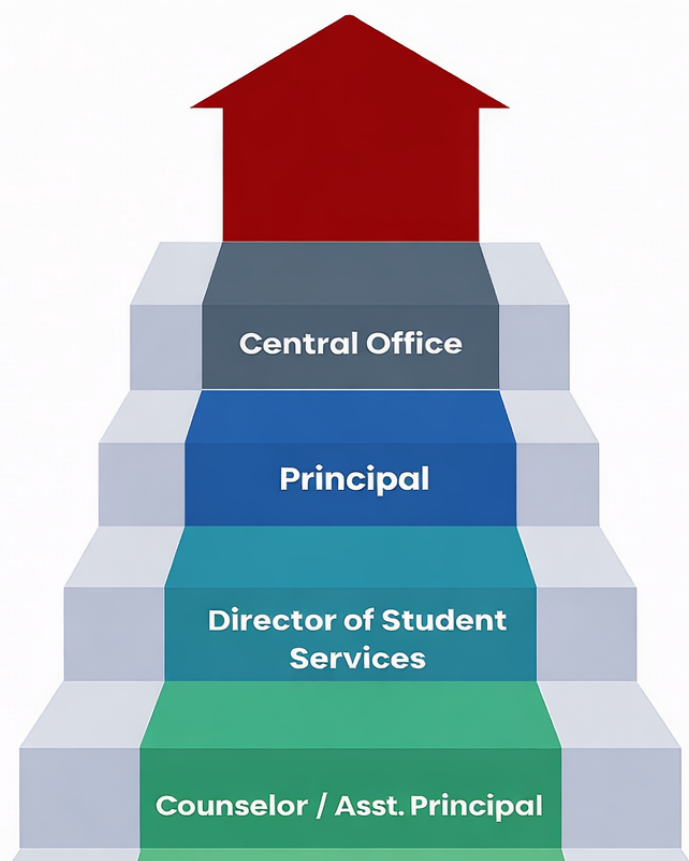
<https://www.caresolace.com/site/srps>

- Perform Care 1-877-652-7624 for support 24 hours a day, 7 days a week
- Call or text 988 (Suicide and Crisis Hotline)
- 911 Emergency Response
- Text HOME to 741741 (Crisis text line to connect with a volunteer crisis counselor)

Who can I contact if I fear my child may harm themselves?

- 911 would provide the fastest and most immediate response
- 988 (Suicide and Crisis Hotline)
- Text HOME to 741741 (Crisis text line to connect with a volunteer crisis counselor)

Who do I contact if my concerns have not been resolved?



Primary: 732-613-4006
Elementary: 732-613-4073
Middle: 732-613-4073
High: 732-613-4014

Dr. Zircher – 732-613-4000 ext 6

Primary: Dr. Lieberman ext 2001
Elem: Mr. Valentin ext 7255
M.S.: Mr. Rizk ext 7343
H.S.: Ms. Kinard ext 6221

H.S.: Mr. Crouch – ext 6229

Elem: Ms. Selvaggio – ext 7256
M.S.: Mr. Coleman – ext 7342
H.S.: Mr. Nowicki – ext 6221