Harassment, Intimidation & Bullying Investigations, Trainings, & Programs

(September-December 2025 HIB ITP)

Cory Delgado
Director of School Counseling & Student Wellness
District Anti-Bullying Coordinator

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Overview

- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- How to Report
- Where to get Additional Information

HIB Statute Review

What exactly constitutes HIB? (Part 1 of 2)

- Gesture
- Written, verbal, or physical act
- Electronic communication

Whether it be a single incident or a series of incidents, reasonably perceived as being motivated by an actual or perceived characteristic such as:

- Race
- Color
- Religion
- Ancestry
- National origin
- Gender
- Sexual orientation
- Gender identity
- Gender expression
- Mental, physical, or sensory disability
- Or *any other distinguishing characteristic*

HIB Statute Review

What exactly constitutes HIB? (Part 2 of 2)

- Takes place on school property, at a school-sponsored function, on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operations of the school or rights of other students

AND

- A reasonable person should know under the circumstances that the act(s) will have the effect of *at least one* of the following:
  - Physically or emotionally harming a student or damaging the student's property, or
  - Placing a student in reasonable fear of physical or emotional harm, or
  - Has the effect of insulting or demeaning any student or group of students, or
  - Creates a hostile educational environment for the student

Anti-Bullying Specialists:

Anti-Bullying Specialists:
- conduct investigations
- chair the building school safety/climate teams
- implement trainings and programs

Anti-Bullying Specialists receive mandated training in:
- HIB law and protocols
- Conducting interviews & investigations

The Anti-Bullying Coordinator:
- collaborates with the school ABSs, the BOE, and the superintendent of schools to prevent, identify, and respond to HIB of students in the district
- provides HIB data to the NJDOE
- meets twice annually with the ABSs to discuss and strengthen procedures and policies to prevent, identify, and address HIB in the district.

Anti-Bullying Specialists (ABS)

OHES	Wendy Gelinas, Melissa Patane, & Kristina Cassisa
VES	Lauren Fornal & Jolene Schantz
LMS	Kevin Armstrong & Brian Cooper
UMS	Allison Doyle-Smith & Amanda Huelbig
MHS	Keith Glock & Maureen Conway
District	Cory Delgado, Anti-Bullying Coordinator

Period 1: Investigations (September - December 2025)

Building	Reported	Founded
Orchard Hill Elementary School	0	0
Village Elementary School	20	2
Lower Middle School	15	0
Upper Middle School	9	2
High School	5	2
District Totals Pd. 1:	49	6

Period 1: Trainings (September - December 2025)

Building	Trainings
Orchard Hill Elementary School	4
Village Elementary School	3
Lower Middle School	6
Upper Middle School	3
High School	5
District-Wide	5
District Training Totals Pd. 1:	26

Trainings

Period 1 Trainings (including but not limited to):

- Anti-Bullying Bill of Rights w/ Stephen Fogarty (district/school administrators)
- Anti-Bullying Bill of Rights w/ Somerset County Superintendents Association (district/school administrators)
- Peer Relationships & Conflict Resolution (school administrators and Anti-Bullying Specialists)
- School Climate and Culture Improvement (school administrators and Staff)
- Strategies for HIB prevention (school administrators and staff)
- HIB Investigations and Reporting Bi-Annual Training (anti-bullying specialists and anti-bullying coordinator)

Period 1: Programs (September - December 2025)

Building	Programs
Orchard Hill Elementary School	12
Village Elementary School	12
Lower Middle School	15
Upper Middle School	16
High School	10
District-Wide	0
District Training Totals Pd. 1:	65

Programs

Period 1 Programs (including but not limited to):

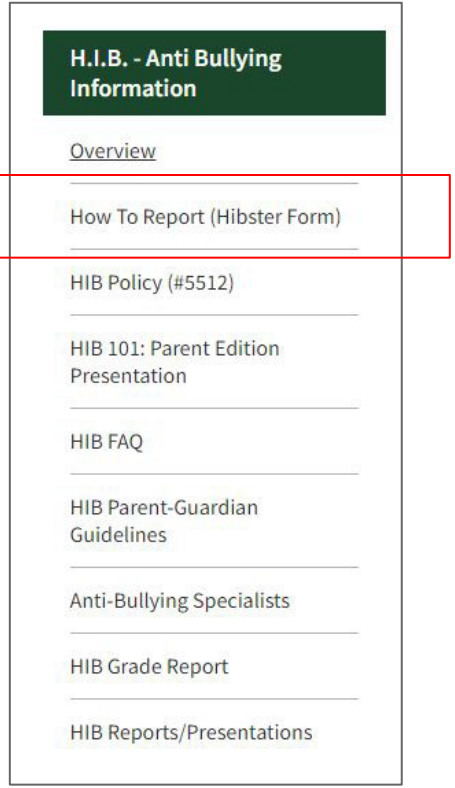
- Observation of various history, heritage, & awareness months (District-Wide)
- Cubs Culture Corner (OHES)
- Days of Play (OHES)
- Peer Leader Outreach (VES)
- Morning News Broadcast (VES)
- The Social Institute lessons (LMS)
- Picture Book Wednesday (LMS)
- Cougar Community Rally (UMS)
- Camp Mason (UMS)
- Peer Leader Outreach (MHS)
- New Student Lunch Group (MHS)
- Think Fast Program (MHS)

Who Can Report? How Do I Report?

- Any student, parent, staff member or community member can report
  - Students, parents, and community members can choose to report anonymously
  - Staff members *cannot* report anonymously

– The report can be verbal or written and be reported to any staff member

- HIB District Website- Hibster (uses NJDOE mandated reporting forms)



Where Can I Get More Information?

The HIB tab on the district website has additional information including:

- HIB 101 video presentation (less than 10 minutes long!)
- HIB Frequently Asked Questions (FAQ)
- HIB Parent/Guardian Guidelines (NJDOE)



