

How do I partner with the school?

Stay connected

- Maintain open communication with your child about school.

Listen and Talk

- Create a safe space for your child to share concerns or experiences.

Know the signs

- Watch for changes in behavior, mood, friendship, or school engagement.

Report concerns

- Contact the school when you have concerns about bullying, harassment, or intimidation

Teach Respect

- Reinforce kindness, empathy, inclusion, and respectful behavior

Work with us

- Partner with the school staff to understand concerns and support positive resolutions

What else can I do?

Attend parent workshops and district events

- Look for District parent workshops that offer training on best practices to support your student academically, socially, and emotionally.

Recognize the signs

- Watch for school avoidance, mood changes, sleep disturbances, withdrawn behavior, or unexplained injuries.

Report Concerns

- Contact your student's principal or counselor directly to report harassment, intimidation, or bullying. You can also use the online reporting form on the MSD website.

A Parent's Guide to Understanding HIB



Working collaboratively to keep our students and schools safe

Still have questions or concerns?



matthew.fabricant@msdk12.net



www.morris schooldistrict.org/district/new-hib



973-292-2000 x2033

What is HIB?

Harassment, Intimidation, and Bullying

HIB involves a gesture, written, verbal, physical act, or electronic communication motivated by distinguishing or perceived characteristics causing harm, fear, or disruption.

Examples of distinguishing characteristics

- Race
- Creed
- Color
- National Origin
- Ancestry
- Age
- Genetic information
- Religion
- Disability
- Nationality
- Sexual orientation
- Gender identity or expression
- Other distinguishing or perceived characteristics

HIB vs Conflict



Conflict

- Mutual disagreement, argument, or back and forth name calling. Can range from verbal to physical fight

HIB

- Typically one-sided exchange
- Targeted action
- Reasonably perceived as being motivated by actual or perceived characteristic



Parental Rights

Parents Can

- Provide relevant information, documentation, or concerns.
- Contact the school for updates and information about the investigation
- May request redacted copies of relevant statements

Parents Cannot

- Parents cannot sit in on or participate in interviews.
- Due to student privacy laws, the school cannot share another student's identity, disciplinary consequences, or other confidential information

The Process



What are the steps of an investigation?

Step 1: Initial Report

- A verbal report is submitted to the principal on the same day
- Parents informed within 48 hours (Phone and Letter)

Step 2: Investigation

- Anti-bullying specialist leads investigation within 1 day of initial report
- If applicable, staff submit written report within 48 hours of verbal report
- Interviews and evidence gathering.
- Investigation completed within 10 days

Step 3: Report and Recommendation

- Determination if HIB occurred
- Written report to principal
- Results shared with superintendent within 2 days
- Ensures the code of conduct was implemented as well as recommendations within the investigation report
- Superintendent reports to board of education at the next meeting.

Step 4: Follow-up & Action

- Parents receive written decision
- Optional hearing or appeal