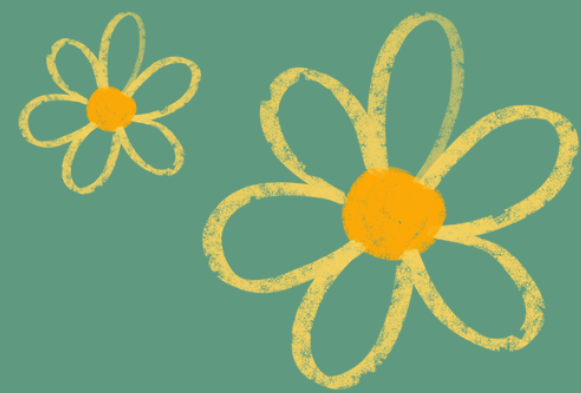


Understanding *

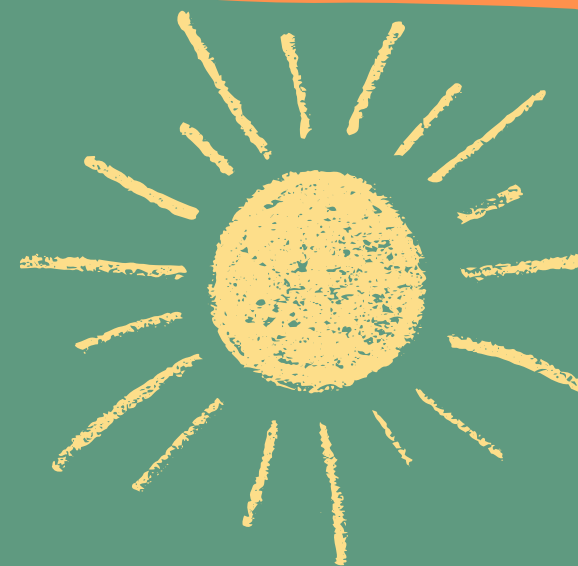
Anti-Bullying



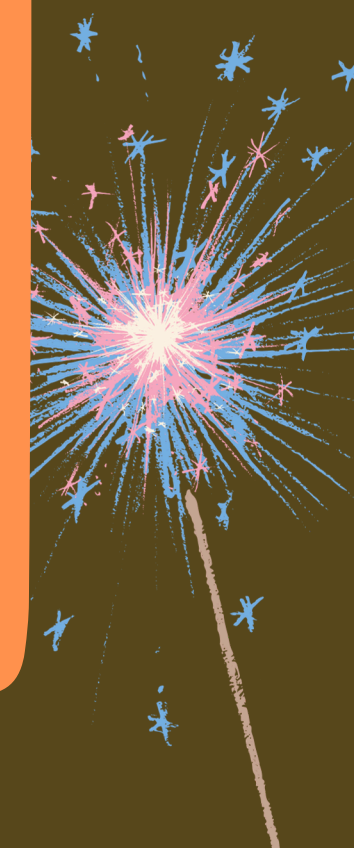
in Schools



Anti-Bullying Bill of Rights Act

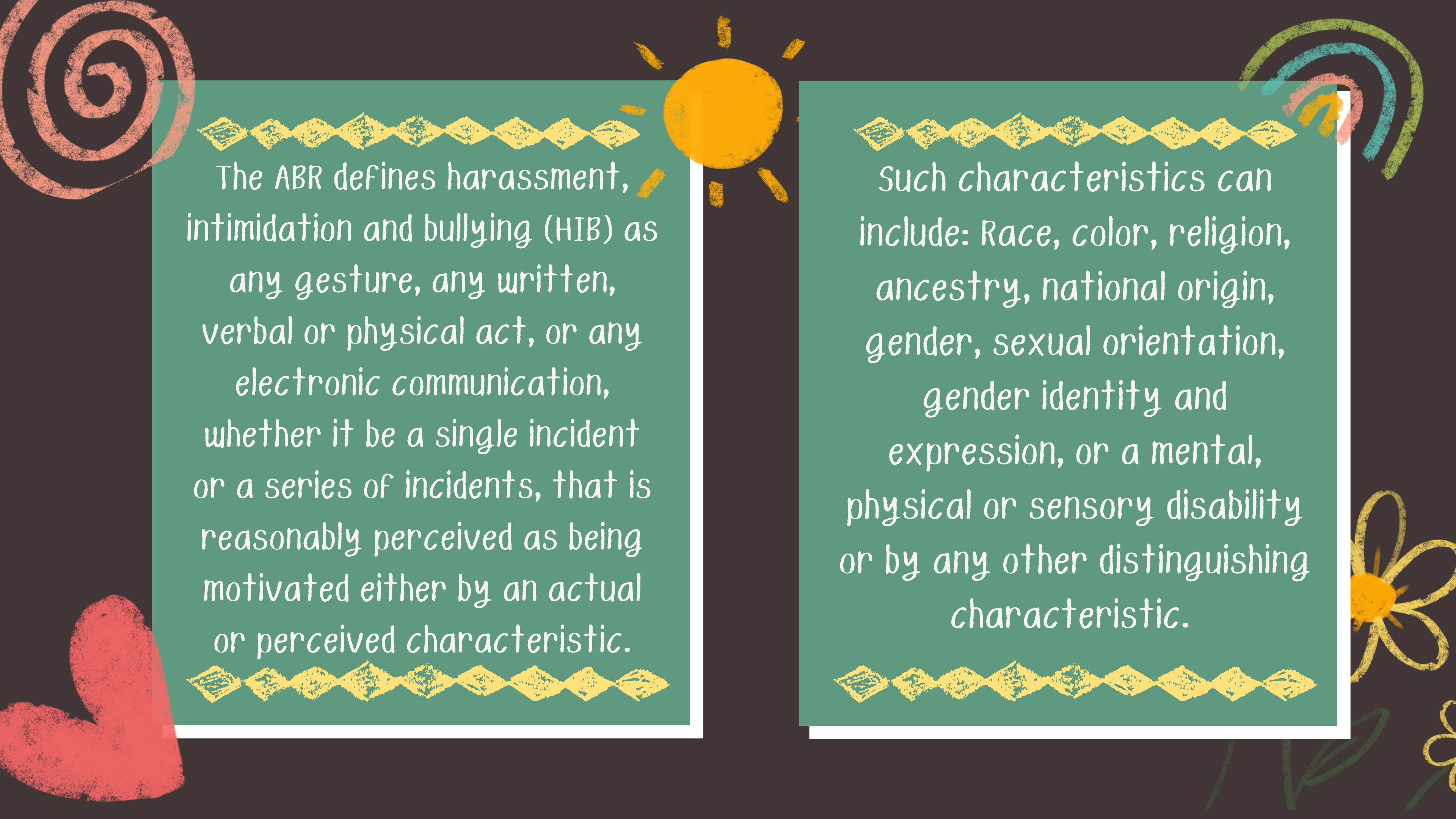


The Anti-Bullying Bill of Rights Act (ABR) is New Jersey's anti-bullying law. All school districts must follow the law when dealing with incidents of harassment, intimidation, and bullying.



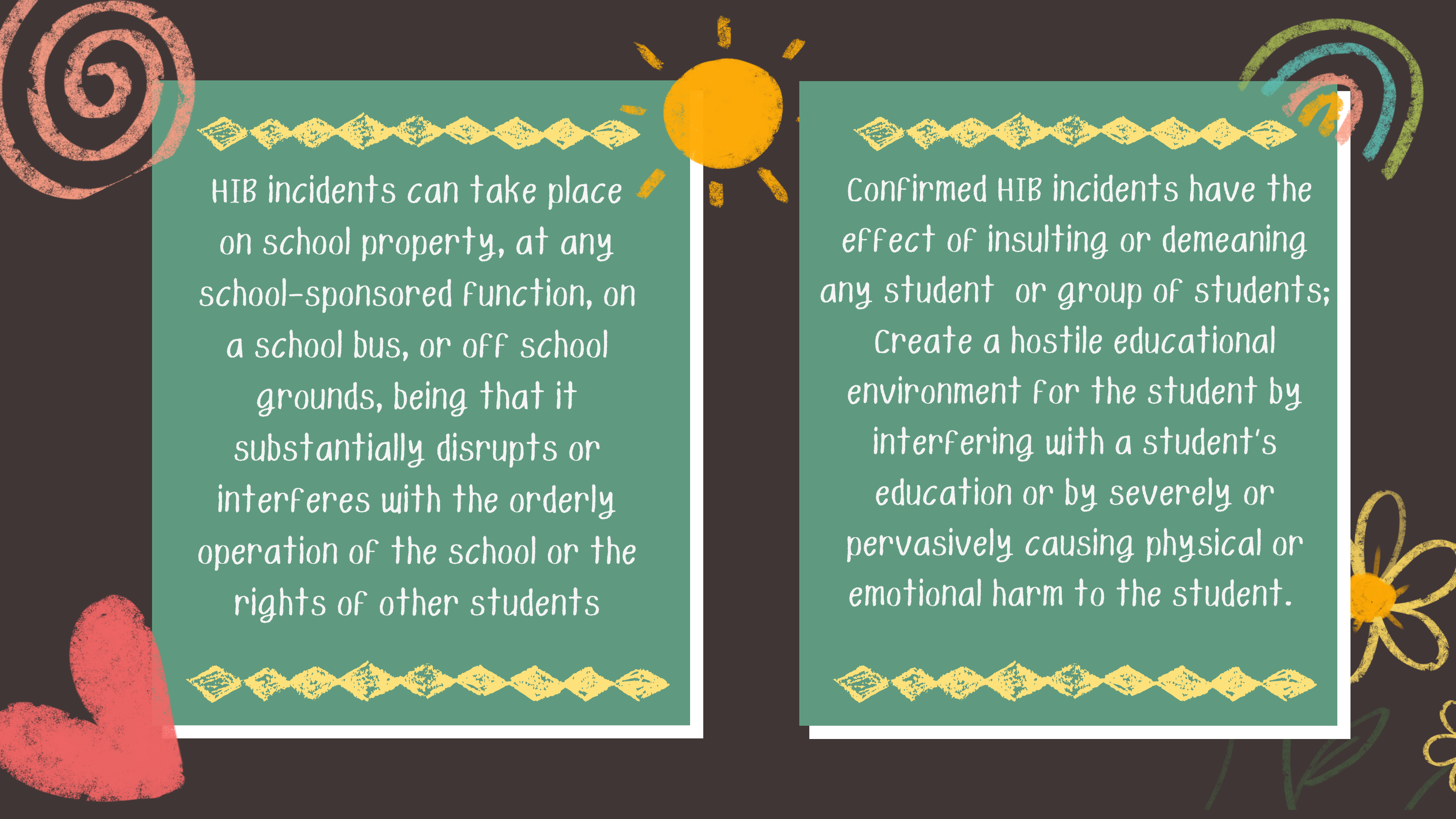


How is Bullying defined in
the ABR?



The ABR defines harassment, intimidation and bullying (HIB) as any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by an actual or perceived characteristic.

Such characteristics can include: 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.



HIB incidents can take place on school property, at any school-sponsored function, on a school bus, or off school grounds, being that it substantially disrupts or interferes with the orderly operation of the school or the rights of other students



Confirmed HIB incidents have the effect of insulting or demeaning any student or group of students; Create a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

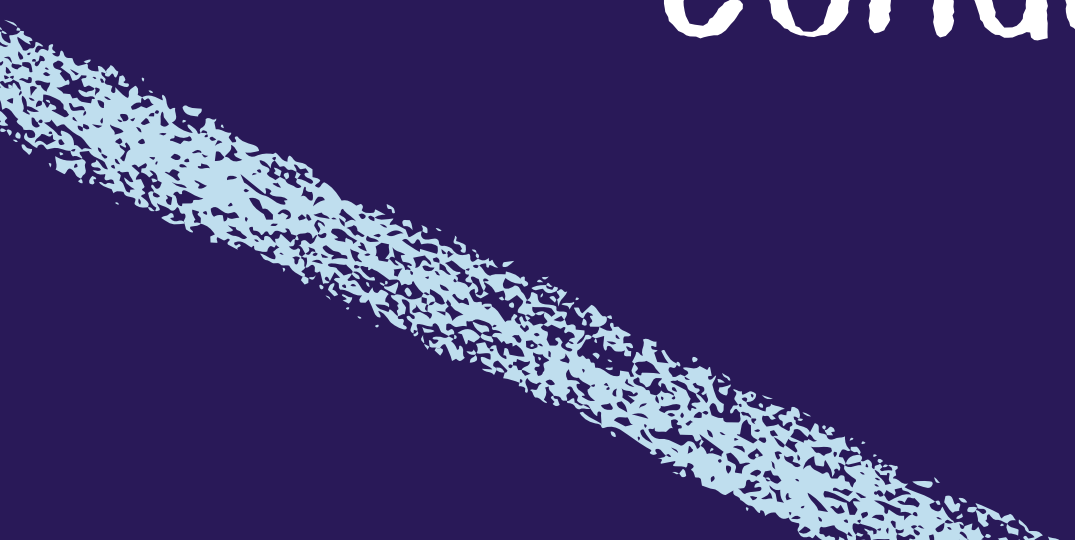




First Steps



When incidents of bullying are reported, the school must conduct an investigation.





Anti-Bullying
Specialist
at OTES

Mrs. Samantha Whalen
School Counselor



Mrs. Whalen,
alongside Mrs.
Lopusznick, conducts
all bullying
investigations.



Reporting Bullying

- Incidents of HIB can be reported anonymously on our school website's homepage.
- Students, staff, and parents/guardians may verbally report any incidents of HIB to Mrs. Lopusznick or Mrs. Whalen at any time.
- Anyone who reports an incident is required to fill out an LEA form



LEA Reporting Form

HIB 338 Form
Harassment, Intimidation, or Bullying (HIB) Reporting
Form 2024-2025 School Year

To Be Completed by Families / Caregivers

To be filled out by Principal or Designee

Date and Time Received:

Incident #:

This form should be used by parents or guardians to report allegations of HIB. A written statement from the alleged victim or other evidence may be attached to the back of this HIB 338 Form (e.g., screenshot, text thread, etc.). Once the form is received by the school, the principal is responsible for implementing the school district's policy and procedures. An investigation shall be completed as soon as possible, but not later than 10 school days from the date of the written report of the incident. Should you have any questions about the investigation, please contact the school principal.

Directions

Complete the form below to provide detailed information of the alleged HIB incident. If some fields are not applicable or if you are uncertain of the response, you may skip those fields. This form may be submitted anonymously.

School Information

School District:

School:

Individual Completing Form

If you prefer to remain anonymous, leave this section blank. Individuals filling out this HIB 338 Form as an anonymous reporter may consider adding their name as a witness.

Name of individual completing this form:

Relation to individual involved in alleged incident of HIB (e.g., parent, guardian, grandparent, etc.):

Phone number: Email address:

Incident Information

Incident date (mm/dd/yyyy):

Approximate time of the incident:

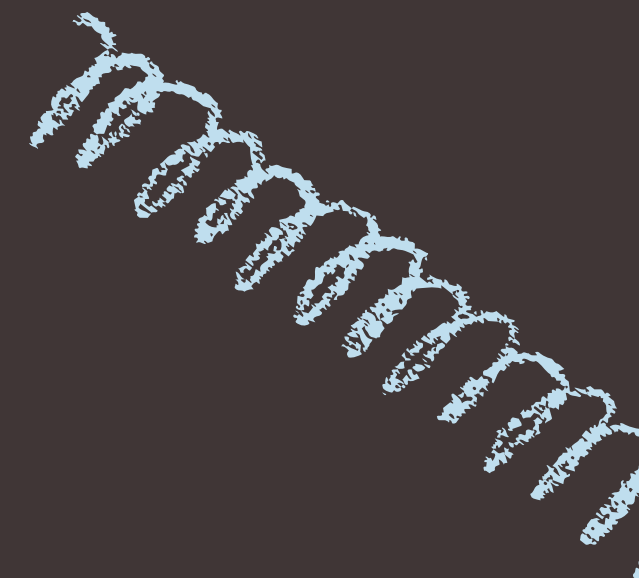
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This form will be filled out by whomever reports the HIB incident. It is submitted directly to Mrs. Lopusznick. We will then begin the investigation.

[Link TO LEA FORM](#)

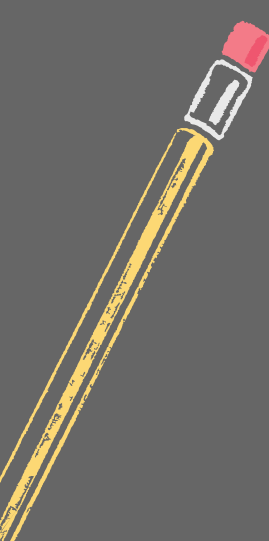
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HIB Investigation



- As soon as a HIB incident is reported to the principal or ABS, parents of the alleged victims and offenders will be notified.
- No later than one school day following the initial report, the ABS will start the investigation process.
- The investigation process includes interviewing the alleged offenders and victims separately, as well as any witnesses that were present for the incident.

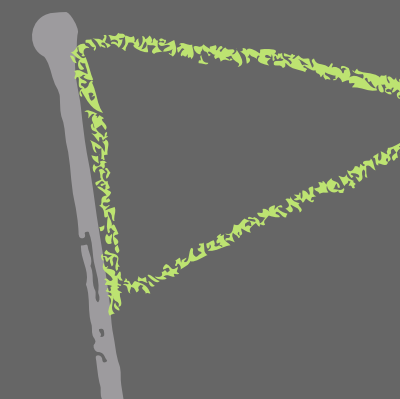
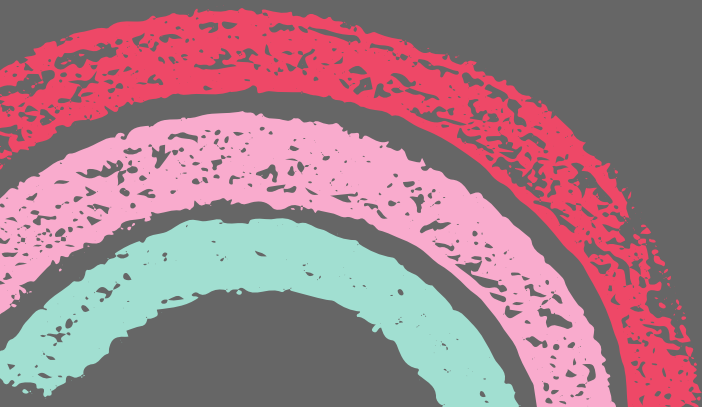
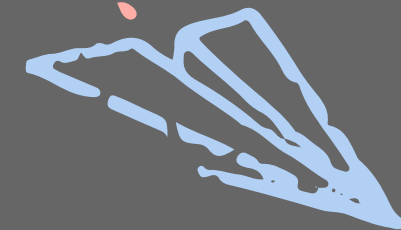
- The investigation should be completed as soon as possible, but must be completed *no later than 10 school days* from the date of the initial report.
- During the investigation period, the principal may administer discipline or take other steps, in accordance with the school's code of conduct, as necessary.



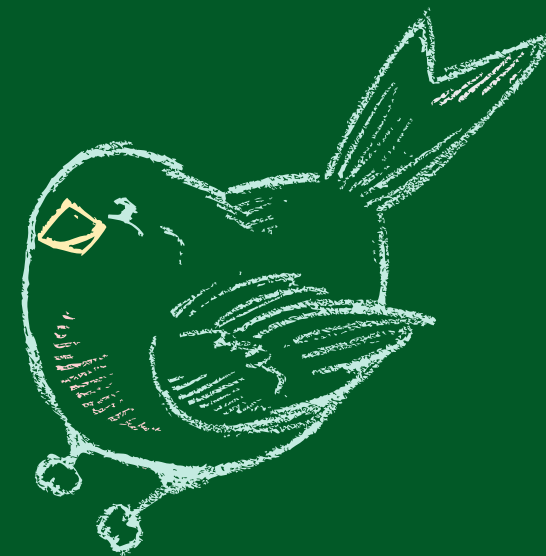
Bullying

vs.

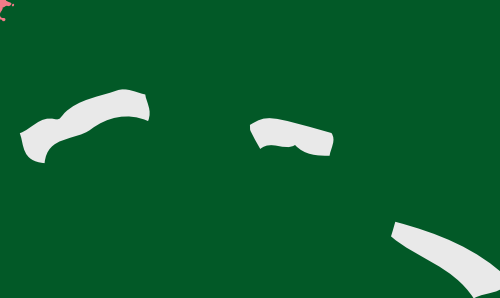
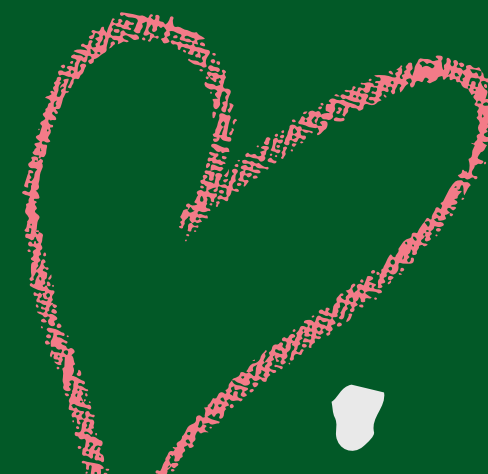
Conflict



Bullying is...



- Unfair and one-sided
- There is an imbalance of power between the alleged offender and victim
- Person or people involved are trying to intentionally hurt the other person.
- Motivated by an actual or perceived characteristic



Cyberbullying is..

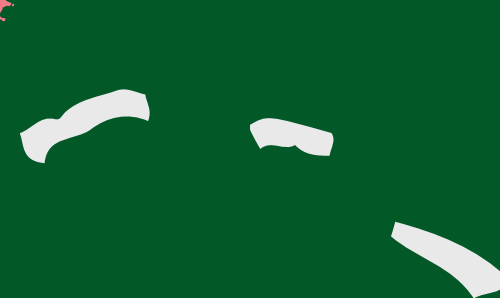
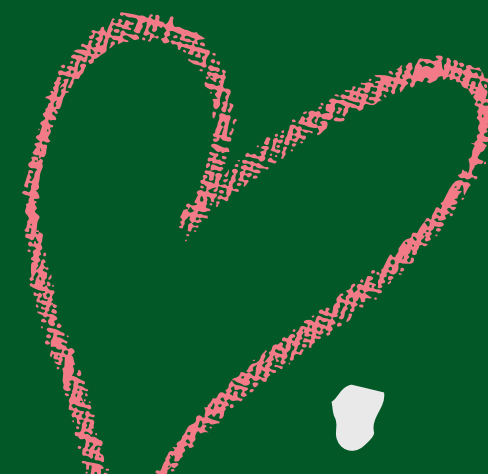
- Offensive or insulting messages – via text, email, SNAPCHAT, or any other social media
- Threats – stating or implying that you will do something to harm someone
- Rumors – Using electronic messaging to put someone down or spread rumors about them.
- Photos and Video – Taking embarrassing photos or videos & posting them online, forwarding them to other people, altering photos to make them embarrassing, or creating videos to make fun of someone.



Conflict is...



- A disagreement that happens when people want different things or have different opinions.
- People involved have "equal power" to solve the problem.
- People are not purposely trying to hurt each other.





Conflict and Bullying are NOT the same



Bullying occurs when someone is targeted based on a real or perceived characteristic, which in turn causes physical or emotional harm to the victim(s)

Create a Positive Environment

- Respect each other's differences
- Encourage your child to be an upstander
- Ask for help from responsible adults

