

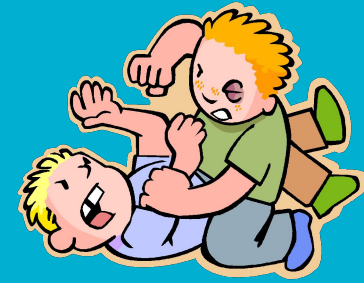


Denville Township Schools Harassment Intimidation and Bullying (HIB) Prevention & Intervention Training

NJ Anti-Bullying Bill of Rights Act

- Defines Harassment Intimidation and Bullying (HIB)
- Sets specific HIB investigation procedures for school districts
- Establishes HIB Personnel
- Requires proactive preventative measures

Conflict vs. Bullying



CONFLICT

- “Mutually” competitive or opposing action or engagement.
- Includes disagreements, arguments and fights.
- A normal part of growing up and life.
- Equal power between friends
- Not seeking power or attention.
- Remorse, will take responsibility.

BULLYING

- One-sided.
- One or more students are victims of one or more person’s aggression
- Intend physical or emotional harm.
- Imbalance of power between friends or peers.
- Seeking power, control or material things.
- No remorse, blames target.

Conflict Example

Two female members of the school basketball team are arguing with each other over the loss of a recent game. One of the girls is blaming the other for letting the opposing team knock the ball out of her hands before she could pass it. The other girl is saying it's her teammate's fault because she didn't pass the ball to her during the last few seconds of the game. They continue to fight until their coach gets involved and tells the girls to stop arguing. In fact, the two students even exchange some very "ugly" words to each other.

Bullying Scenarios

- A student convinces another student or group of students to tease another student based on his/her physical appearance
- A student threatens to beat up a person because the other student has a certain accent
- A student isolates or alienates another student because of their race or gender identity and tries to convince other students to do this for the same reason

HIB Defined

Must meet All 3 of the following:

1. The reported act must be “motivated by any actual or perceived characteristic”
2. Take place on school property, school-sponsored functions, bus, or off school grounds but impacts student(s) in school
3. Substantially disrupts or interferes with orderly school operations or student rights

HIB

Defined (cont.)

Must Meet One of the Following:

- 1) reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in a reasonable fear of physical or emotional harm to his person or damage to his property
- 2) Has the effect of insulting or demeaning any student or group of students;
or
- 3) creates 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.

Distinguishing Characteristics

Other Distinguishing Characteristics may include:

- *academically gifted children
- *children living in nontraditional families
- *overweight or obese children
- *small or physically weak children
- *children considered unattractive, unfashionable
- *poor athletic ability
- *socio-economic status

Required Staff Functions

- Anti-Bullying Coordinator (ABC)
 - Coordinates and strengthens district HIB policy and programs to prevent, identify and address HIB
 - Collaborates with BOE, anti-bullying specialists, principals and superintendent to report data on HIB for the NJDOE

Required Staff Functions

- Anti-Bullying Specialist (ABS)
 - School-based position
 - Appointed by the Principal
 - Chairs the School Climate and Culture Committee
 - Leads investigations of reported HIB
 - Primary person responsible for preventing, identifying, and addressing incidents of HIB

Prevention

■ School Climate and Culture Committee

- Develop, foster, and sustain a positive school climate and culture
- Meets at least 2 times per school year
- Members:
 - Principal
 - Anti-bullying Specialist
 - Teacher
 - Parent
 - Other members as determined by the principal

Required Staff Functions

- School Climate and Culture Committee (cont.)
 - Reviews HIB complaint patterns
 - Reviews and strengthens school climate
 - Educates the community
 - Participates in training
 - Collaborates with ABC (Anti-Bullying Coordinator)

Note: Parents do not have access to information that may compromise student confidentiality

Key Reporting Requirements

- Verbal report to the Principal the same day of the incident
Please describe the behavior of concern
- Principal informs parents of the accused and victim of the alleged incident
- Written report to the Principal within 2 school days of the incident
- People who must report: school employees, substitutes, BOE members, volunteers, students or any contracted service provider

Investigation Process

- Incident reported to staff or reported by staff- can be anonymous
- Incident assigned to ABS- investigation started within 1 day
- Parents of alleged victim and alleged perpetrator are called and notified of investigation
- Initial letters sent to parents of alleged victim and alleged perpetrator
- ABS investigates incident, interviews witnesses, collects evidence (parents of witnesses are not informed)
- ABS reports findings to Principal- case must be finalized in 10 days
- Prior to completing the investigation, the Principal may institute consequences and remedial measures if Code of Conduct violations are found

Results of Investigation

- Principals report case to ABC and Superintendent
- ABC and Superintendent review case findings, consequences, and remedial measures and ask follow up questions
- Superintendent may recommend additional consequences and remedial measures if needed
- Superintendent reports case to the BOE with names redacted
- Superintendent's office sends 2nd parent letter to schools with outcome and appeals process for mailing.
- Principal calls parents to inform of outcome
- At the next meeting the BOE approves the case and final outcome letters are sent from the superintendent's office
- Appeal Process found on district website- BOE hearing is step one

Results of Investigation

- Parents are entitled to information in accordance with FERPA, including whether evidence of HIB was found and if discipline was imposed
- Appeal Process:
 - BOE Hearing
 - County Hearing
 - State Commissioner of Education

Forms of Bullying

Physical

Punching

Shoving

Other acts that cause physical harm

Physical intimidation



Verbal

Name-calling

Teasing

Offensive Remarks



Forms of Bullying

Indirect/Social Bullying

Getting certain people to “gang up” on others.
Keeping certain people out of the “group”.
Spreading rumors.



Cyber Bullying

Sending insulting messages by e-mail
Text messaging
Social networks



Incidents of HIB Off School Grounds

- When a school employee is made aware of an incident off school grounds, a response from the school must be consistent with provisions for incidents that occur in school
- HIB that occurs outside of school, but impact the students in school, must also be investigated. Reported incidents of HIB that occur off school grounds can only be investigated by the school district if the alleged incident substantially disrupts or interferes with the orderly operation of the school or the right of other students.

Students with Disabilities

- All investigation procedures from the Anti-Bullying Bill of Rights Law Must Be followed
- Consequences and remedial measures should be determined with consideration to disability
- When the accused or victim has a disability, the ABS and administration will consult with the student's case manager during the investigation
- Modifications to disciplinary procedures may also be included in a student's IEP

Training

- Training must include the relationship between HIB and suicide
- Training must include information on how to reduce the risk of suicide in at-risk students
- After 2012-2013, all new teachers must complete a program in HIB to be certified
- All full-time and part-time employees who provide services to students must be trained

District and School Grades

- The district and each school will receive a grade each year which assesses its efforts to implement policies consistent with the law
- District grade is determined by the average of each school's grade
- Grades shall be posted on the homepage of the website
- NJDOE will publish reports to the public

District Climate & Culture Efforts

Assemblies and Parent Workshops

Week of Respect in October

Prek-5 Morning Meetings led by
homeroom teachers

Character Education by School
Counselors

6-8 Faculty Led Advisory Periods

School Climate and Culture/SEL
Committees

Current Denville Schools HIB
personnel and information
can be found on our website
[here.](#)

Thank you!