



Butler Public Schools

Home of the Bulldogs!

HIB: HARASSMENT, INTIMIDATION, & BULLYING

INFORMATION & SCHOOL POLICY

Butler High School

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Student Assistance Counselor

Anti-Bullying Specialist/Anti Bullying Coordinator

ANTI-BULLYING BILL OF RIGHTS

- ⊙ HIB: New Jersey Harassment, Intimidation, & Bullying Law passed by the legislature for the 2011 – 2012 school year.

Definition:

“Harassment, intimidation or bullying” means:

- Any gesture-written, verbal, physical or electronic
- Whether it be a single incident or a series of incidents
- That is reasonably perceived as being motivated either by any actual or perceived characteristic
- Insulting or demeaning
- That takes place on school property, at any school-sponsored function, on a school bus, or off school grounds
- HIB must **substantially disrupt or interfere** with the orderly operation of the school or the rights of other student creating a hostile environment

Characteristics

- Employers--including parochial schools and public school districts--may not discriminate against staff or students based on:
 - Race
 - Creed
 - Color
 - National origin
 - Ancestry
 - Age
 - Genetic information
 - Appearance
 - Sex
 - Religion
 - Disability
 - Military service
 - Atypical cellular blood trait
 - Nationality

Characteristics

- ① **A Distinguishing Characteristic is NOT a dispute between students such as:**
 - A relationship falling apart between former friends
 - A fight over a piece of property
 - Some form of personal vendetta of one against another
- ② This is a conflict between two students!

CONFLICT VS. BULLYING

Conflict

- ⦿ Conflict
- ⦿ Reflects differences of opinion, differences in the way something is perceived, or lack of information
- ⦿ Includes disagreements, arguments, and fights
- ⦿ A normal part of growing up and life
- ⦿ Mutually competitive or opposing action
- ⦿ Usually occurs in the heat of the moment

Bullying

- ⦿ One sided
- ⦿ The intent is to physically or emotionally hurt someone
- ⦿ The act was motivated by a distinguishing characteristic, real or perceived
- ⦿ Enjoyment of the effects on the student being bullied by the person (people) doing the bullying

ANTI-BULLYING BILL OF RIGHTS: KEY POINTS

- ⦿ This law significantly strengthened the existing laws
- ⦿ The law calls for the school to appoint an anti-bullying specialist: Vikki Szabo
- ⦿ The law calls for the school to appoint an anti-bullying coordinator: Vikki Szabo
- ⦿ The law states that there must be training for these positions and there are very strict timelines to follow; all staff must also receive training

INVESTIGATIVE STEPS

- HIB complaint filed (Staff must report incident on day it occurs, follow up in writing)
- Parent can report online and confidentially (Form 338)
- Principal initiates investigation and responds to Code of Conduct issues (Key Q - Is this an allegation of HIB?)
- ABS leads investigation (10 school days to complete)
- ABS writes HIB Report (within 2 school days of completing investigation)
- Superintendent signs off on HIB response
- Board informed of incident
- Parent/Guardian notified of outcome, right to hearing
- Hearing occurs if requested-60 days to request
- BOE votes to affirm, reject or modify
- Parent retains rights to appeal, pursue other legal avenues

BUTLER PUBLIC SCHOOL HIB POLICY: IMPORTANT TO KNOW...

⦿ Parents:

- Expect a phone call if you are a parent/guardian of the “victim” or “bully”
- Understand that phone call does **NOT** mean that the school is accusing your child of being a bully
- ABS/ABC/Administration must follow protocol for **EVERY** report
- You will receive a letter after the completion of the investigation.
- Establishes deadline for parent seeking to request a hearing before the BOE of no later than 60 calendar days after parent or guardian receives written notice of outcome of investigation.

HIB POLICY: IMPORTANT TO KNOW...

⦿ Parents:

- You are only privy to certain information
- We are NOT allowed to provide you with the name of the accused/victim and specific action taken (i.e. detention, suspension, etc.)
- We are NOT allowed to discuss a student's academic or disciplinary history/record
- Don't always believe what you hear
- You are NOT allowed to see witness statements or any other documentation related to the report
- We are ONLY allowed to disclose:
 - If there was evidence of HIB
 - If there was disciplinary/remedial action imposed

HIB POLICY: IMPORTANT TO KNOW...

⦿ Parents:

- Do not be discouraged if your HIB report does not meet HIB criteria!
- DOE's definition differs from widely accepted definition
- Incident will be addressed, *regardless*
- Violation of code of conduct
- Remedial or disciplinary action given

BUTLER PUBLIC SCHOOL HIB POLICY: IMPORTANT TO KNOW...

- Incident must meet very specific criteria to be substantiated as HIB
- What is the characteristic?
- Did it substantially disrupt the school day?
- Was the intent to harm with a power differential?

- If YES then HIB

BUTLER PUBLIC SCHOOL HIB POLICY: WHAT'S NEW

- Anti Bullying Rights amended
- New forms that that must be filled out (Form 338)
- State will be assigning a School Climate Coordinator which will be a resource for parents, students, and educators
- If a student is found to have committed 3 acts of HIB in one school year an intervention plan must be created that will be approved by superintendent.

BUTLER PUBLIC SCHOOL HIB POLICY

◎ Possible Consequences/Disciplinary Actions

- Deprivation of privileges
- Classroom or administrative detention
- Referral to disciplinarian
- Out-of school suspension
- Police intervention

BUTLER PUBLIC SCHOOL

HIB POLICY

◎ Remedial Measures

- Referral to SAC/Counseling
- Parent conferences
- Alternative placement
- Essay writing

WHAT *YOU* CAN DO

- LISTEN!
- Don't minimize
- Acknowledge their feelings & concerns
- Show appreciation
- Refer when needed
- Genuinely care
- Report concerns to the school

- Monitor social media
- Acknowledge their feelings & concerns
- Don't judge or blame
- Don't be adversarial
- Share positives about their child
- Have facts & clear policies

WHAT WE ARE DOING

⦿ **Safety/Climate Committee**

- Committee works together to review HIB policy, identify “hotspots” for bullying and then address it
- Works together to address climate in school
- Utilizing Student Council to assist with initiatives throughout the school year-creating positive school climate
- Continue to provide education to our staff and students
- Celebrate Week of Respect-10/3-10/7
- Teachers will infuse anti-bullying lessons into their classroom instruction.
- Assemblies/Guest Presenters



BULLYING

STOPS

HERE

REFERENCES

- Horne, A.M., Orphinas, P. (2009). *Family and school interventions for persistent bullies*. University of Georgia.
- Springer, J. (2011). *Bullying prevention*. Ceceilyn Miller Institute for Diversity and Leadership.
- Riese, J. (2011). *Bullying prevention: Top ten most effective school-based strategies*. The Olweus Bullying Prevention Program.
- *Harassment, intimidation, and bullying prevention and intervention strategies for administrators*. New Jersey Department of Education. Retrieved from <http://www.state.nj.us/education/parents/bully.htm>

HELPFUL RESOURCES

- New Jersey Coalition for Bullying Awareness and Prevention: <http://www.njbullying.org>
- Cyber bullying Research Center: <http://www.cyberbullying.us/>
- Stop Bullying.Gov: <http://www.bullyinginfo.org>
- U.S. Department of Justice, Computer Crime & Intellectual Property Section: <http://www.crybercrime.gov>
- Parents, Families and Friends of Lesbian and Gays: <http://community.pflag.org/Page.aspx?pid=194&scrid=-2>
- New Jersey State police: <http://nisp.org/>
- Fight crime: Invest in Kids: <http://www.fightcrime.org/>
- New Jersey Department of education, Keeping our Kids Safe, Healthy and in School: <http://www.state.nj.us/education/students/safety/>
<http://www.state.nj.us/education/students/safety/behavior/hib/>
- Garden State Equality: <http://www.gardenstateequality.org/>