

Bullying, Intimidation and Harassment

Stillwater Township School



Overview

- Terminology
- Enhanced District Responsibilities
 - School Safety Teams & Responsibilities
 - Investigations
- Scenarios: Identifying Bullying

New Jersey Anti-Bullying Bill of Rights Act

On January 5, 2011, Governor Christie signed the Anti-Bullying Bill of Rights Act, which creates a duty for public schools to:

- Investigate reports of harassment, intimidation or bullying;
- Collect and report data to the State regarding reports of harassment, intimidation or bullying;
- **Provide training to teachers and staff on the school's harassment, intimidation or bullying policies and prevention methods;**
- Appoint an anti-bullying specialist in each school;
- Appoint a district anti-bullying coordinator; and
- Form a school safety team in each school.

What is “HIB?”

Harassment, Intimidation or Bullying is “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 any actual or perceived characteristic, that takes place:
 - On school property;
 - At any school-sponsored function;
 - On the school bus; or
 - Off school grounds. . . **That substantially disrupts or interferes with the orderly operation of the school or the rights of other students.”**

Defining The Terms

Actual or Perceived Characteristics:

- Such as 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;

Your Responsibilities:

- **A reasonable person should know, under the circumstances, that specific behavior will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage his property;**
- **Has the effect of insulting or demeaning any student or group of students; or**
- **Creates a hostile educational environment for the student by interfering with a student's education by severely or pervasively causing physical or emotional harm to the student.**

“Cyber-bullying”

- By including the phrase “or any electronic communication” in the above definition, the Anti-Bullying Bill of Rights also protects students from Cyber-Bullying, including information exchanged via email, text messages, and/or *Facebook* or other on-line social networks.
- Electronic communication: “A communication transmitted by means of electronic device including, but not limited to a telephone, cellular phone, computer or pager.”

N.J.S.A. 18A:37-14

New District Requirements

- **Adopt an anti-bullying policy, prominently posted on the District's website.**
- **Create anti-bullying coordinator(s) and anti-bullying specialist(s).**
 - School Anti-Bullying Specialist bears primary responsibility to prevent, identify, and investigate claims of harassment, bullying or intimidation
 - District Anti-Bullying Coordinator is responsible for coordinating and strengthening policies, collaborating to prevent, identify and respond to bullying, harassment and intimidation and to provide data to the DOE.
- **Create Safety Teams: Principals, a teacher in the school, a school anti-bullying specialist, a parent of a student in the school and any other individual as determined by the principal with names and school contact information posted on the District's website and all individual school websites.**

Members of the Team

School Safety Teams

- Chaired by the anti-bullying specialist;
- Team receives copies of all reports;
 - Must meet at least two (2) times per year;
 - Look for and identify behavior;
 - Review reports to ensure that the legal requirements are met;
 - Makes recommendations for education and training.
 - Week of respect activities, peer clubs, CORE Team

The Role of the School Safety Team

Procedural:

- Receive any complaints of harassment, intimidation, or bullying of student;
- Receive copies of any report prepared after an investigation.

Educational:

- Identify and address patterns of harassment, intimidation, or bullying;
- **Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;**
- Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- Participate in the training required pursuant to the provisions of P.L. 2002, c83 (C.18A:37-13 et seq.) and other training which the principal or district anti-bullying coordinator may request;
- Collaborate with the district anti-bullying coordinator in the collection of district-wide data and in the development of district policies to prevent and address harassment, intimidation, or bullying of students; and

Investigation

- Investigation begins with principal (or designee) within one (1) day of receiving the report.
 - Anti-Bullying specialists complete the investigation.
 - Maximum of 10 days to complete the investigation.
 - If information is missing at the end of 10 days, a report must still be prepared and amended after that information becomes available.
- Conclusion reported to Superintendent within 2 days of investigation's completion
 - Superintendent determines the remedial action: intervention, discipline, counseling and/or other appropriate measures.
- Superintendent reports to the Board at the next meeting.

Parental Rights

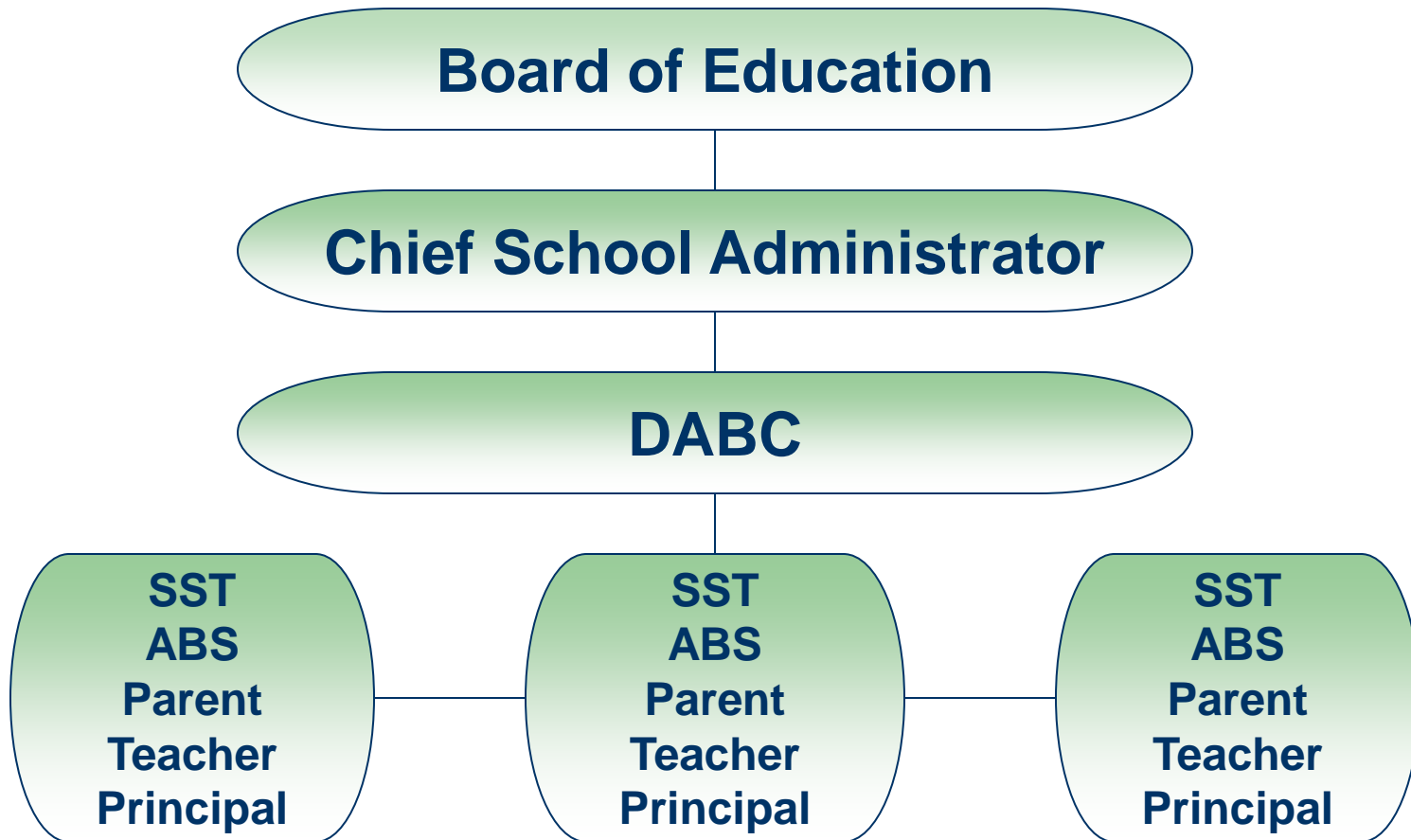
- After investigation results are reported to the Board, the District has five (5) days to report information to the parents.
- Parents are entitled to know:
 - Nature of investigation
 - If bullying, harassment and/or intimidation was found; and/or
 - Whether discipline or services were provided.
- Parents have the right to request a Board hearing.
 - Must be provided within 10 days in executive session.

Board Policy Requirements

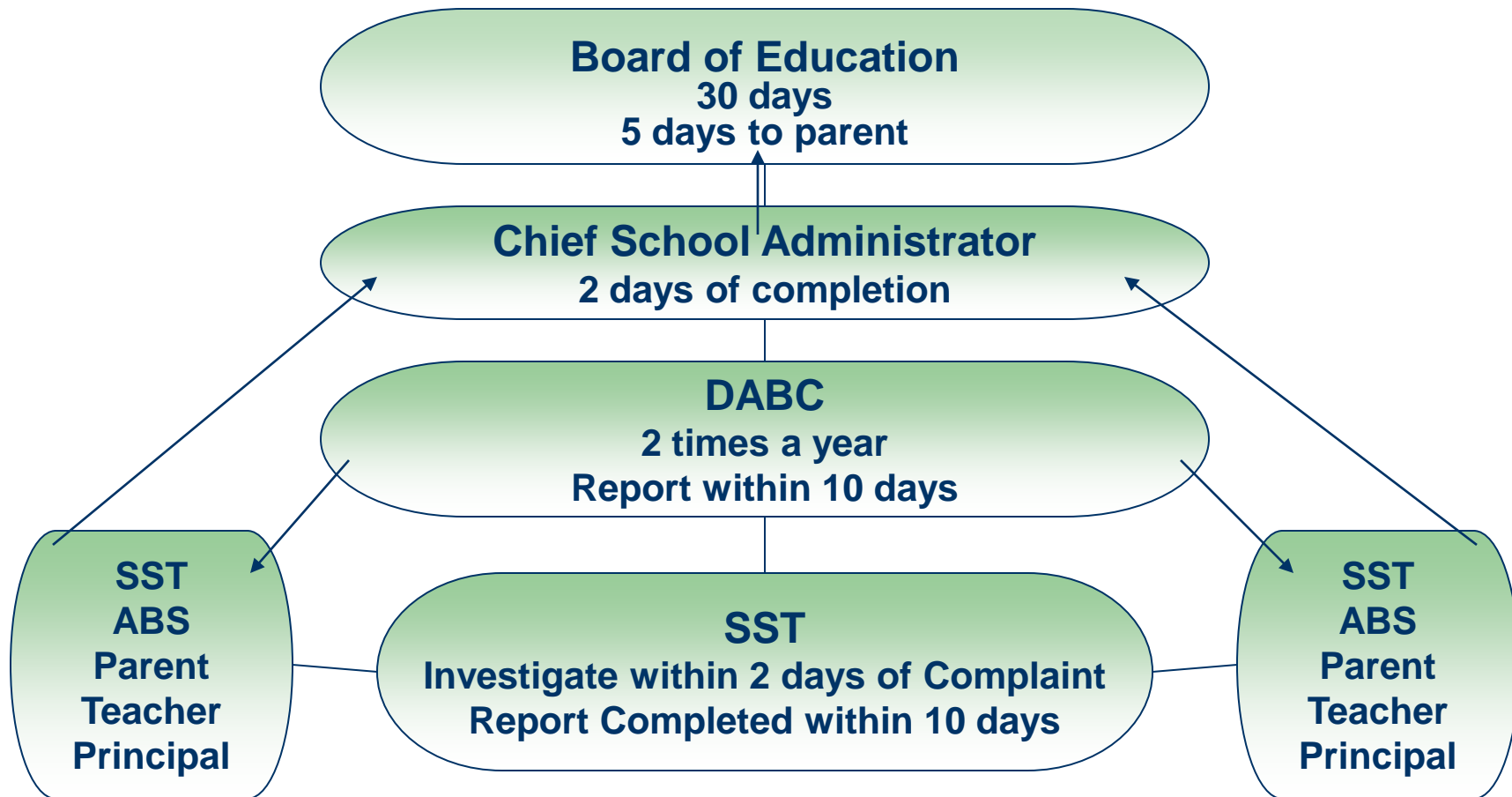
- A provision to address conduct that occurs off of school grounds when such conduct substantially interferes with the operation of the school or the rights of other students;
- The investigation process;
- Range of responses (discipline) to address behaviors;
- Clarifying the definition to apply to either one act or a series of incidents.

A review of your district's revised Board Policies.

The New District Structure



The New District Structure



HOW DO I KNOW?

Trick Question

- Bullying, Harassment, and Intimidation are determined through a collaborative **School Safety Team** decision:
 1. Assistant Principal
 2. Anti-bullying Specialist
 3. The Counselor / Case Manager

What HIB Looks Like

THE STANDARDS:

1. A reasonable student should know, under the circumstances, will have the effect of **Physically or Emotionally** harming a student
2. Damaging a student's property with the intent to cause **Physical or Emotional** harm
3. Attempts to insult or demean
4. Creates a hostile educational environment that severely or persuasively causes **Physical or Emotional** harm