



Harassment, Intimidation, & Bullying (HIB)

West Cape May Elementary

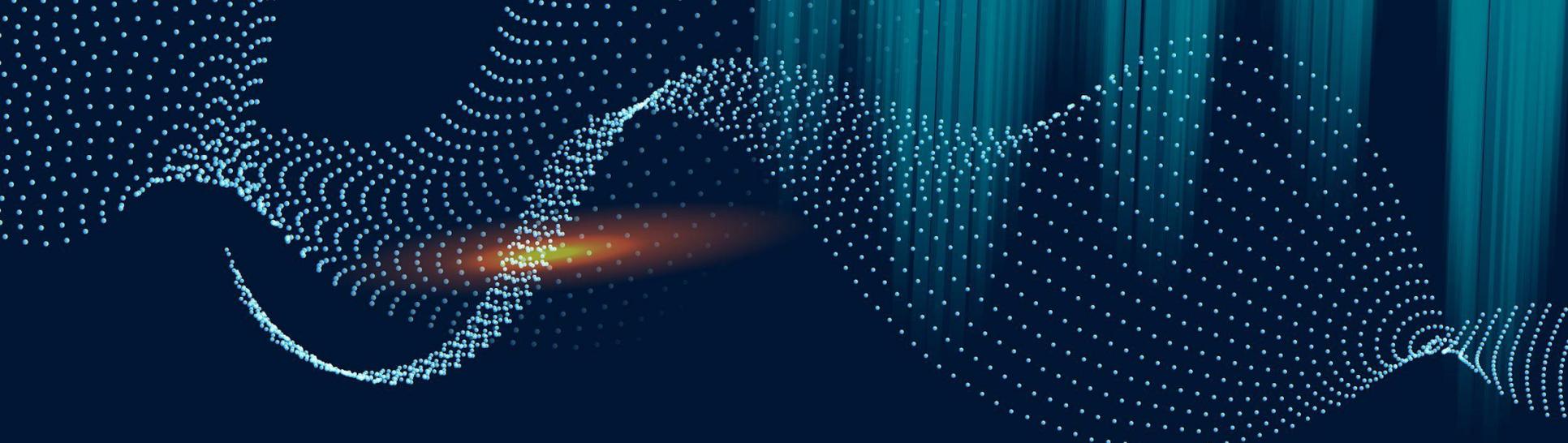
The background features a dark blue gradient with abstract light trails in shades of teal and orange. A grid of small white dots is visible, particularly on the left side, creating a sense of depth and movement.

Introductions

Stephanie Puerta, - School Counselor/Anti Bullying Specialist

**“If children feel safe, they can
take risks, ask questions, make
mistakes, learn to trust, share
their feelings and grow”**

—Alfie Kohn



Scenarios

Is the situation considered a HIB policy violation?

Scenario # 1

Jimmy gets made fun of after gym for smelling bad by Robert and the kids around laugh. He responds back with a comment about Robert and the kids around now laugh at Robert.



Scenario # 2

A newer student, Allen, from a foreign country is at lunch and another student begins commenting negatively about the smell of his food and how weird it is.



Scenario # 3

The leader of a group, Pete, goes up to another popular kid at school, Toby, and begins talking down to him. Toby responds and a fight breaks out.



Scenario # 4

A newer student from a foreign country is at lunch and another student nearby asks out loud to the table, “what is that awful smell?” Commenting about his food.



Scenario # 5

Jamal threatens Hasan with embarrassing photos and he and his friends make fun of Hasan in class without the teacher hearing. Keep in mind, Jamal and Hasan are taller and bigger than average 6th graders and equal in size and physical strength.



(HIB - although there is a balance of physical power, there is an imbalance in power since one has embarrassing leverage over the other.)

Harassment, Intimidation & Bullying (HIB)

NJDOE Definition: “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, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory [handicap] disability, or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students.



Bullying vs. Conflict

Bullying

- Bullying involves one or several people (the bullies) intentionally committing a mean or violent act against another person(s) or group of people (the victims).
- no mutual participation in a disagreement
- Bullying victims have a hard time defending themselves.

Conflict

- People are equally involved in some type of disagreement*
- All parties have played some role
- No imbalance of power
- Typically not involving a protected class/category

Characteristics

- 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 reasonable fear of physical or emotional harm to his person or damage to his property; or
- Has the effect of insulting or demeaning any student or group of students [in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school]; or
- 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.

Reporting Procedures

Students are encouraged to report any potential HIB incidents to staff members.

Students may submit an anonymous complaint.

The HIB reporting form is located on the school's website.

Reporting Procedures

All school employees are trained in HIB policies and procedures.

All staff is required to verbally report possible HIB violations to the CSA/CAC immediately and then follow up in writing within two school days.

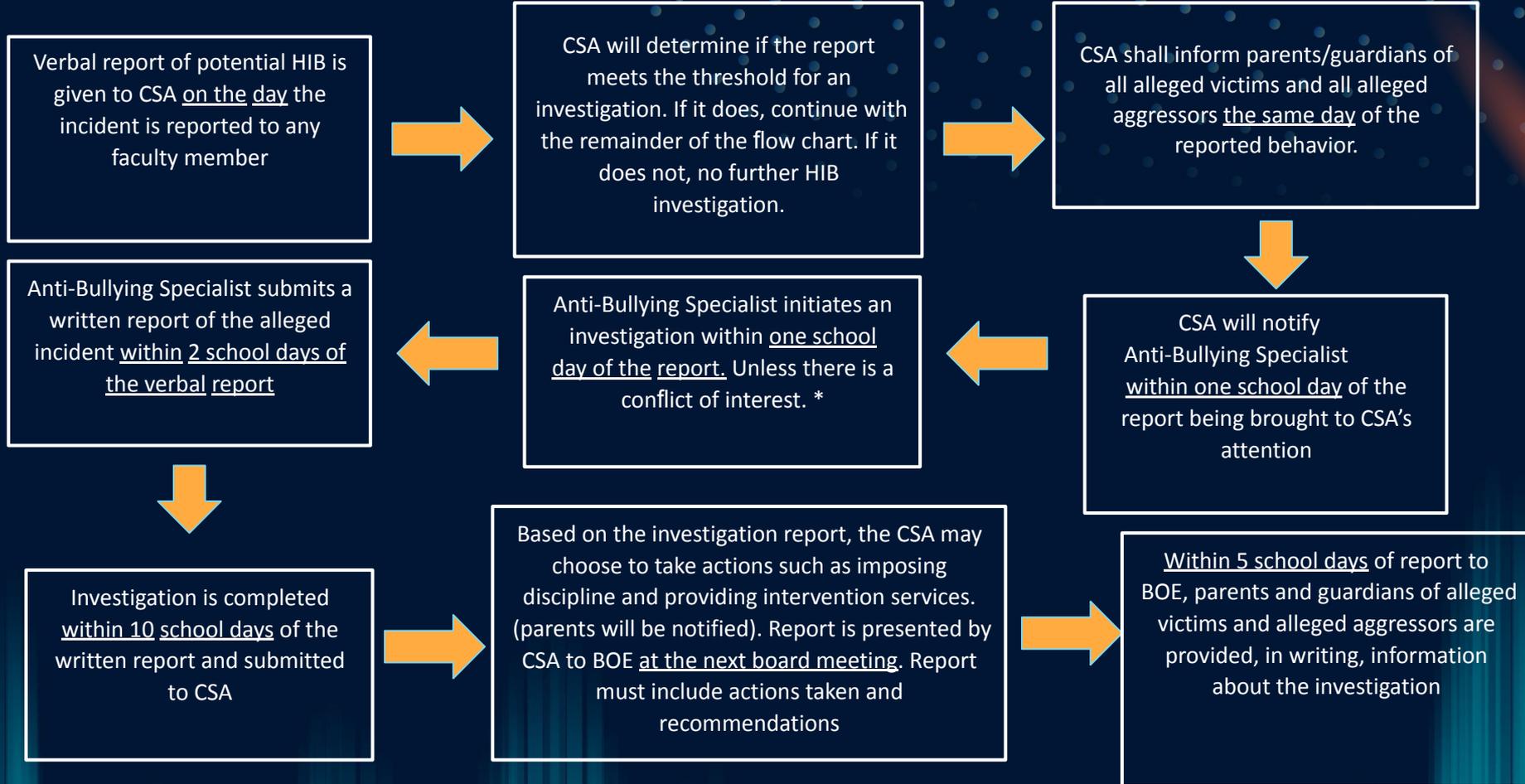
If the CSA/CAC determines the incident is in the scope of the definition of HIB, then an investigation will begin.



HIB Flow Chart

Let's examine the procedures for
investigating HIB complaints.

Flow Chart



Flow Chart cont...

Parents, student or organization may file a complaint with the Division on Civil Rights within 180 days

The BOE will issue a decision, in writing, and it shall be provided to the parents/guardians of those students involved to affirm, reject or modify the CSA's decision at the next board meeting.

Parents may request, within 60 calendar days, a hearing before the BOE. Hearing shall be held within 10 days of parent request.

The Board's decision may be appealed to the Commissioner of Education, in accordance with the procedure set forth in law and regulation, no later than 90 days after the issuance of the board's decision



Important!!

- Although parents will be notified of possible HIB incidents as far as the investigation and outcome, it is important to know that specific student information, discipline, and/or intervention services are completely confidential.
- It is our responsibility to make sure that all reported incidents are evaluated and if applicable, impartially investigated and handled with the utmost discretion.
- We strive to create a safe and inclusive environment for all of our students and take all accusations seriously.