

HARASSMENT, INTIMIDATION
AND BULLYING (H.I.B)
and the
*NEW JERSEY ANTI-BULLYING
BILL OF RIGHTS (ABR)
ACT (P.L.2010, c.122)*


Bedminster Township School
2020-2021



Anti Bullying Bill of Rights Act (ABR)

In January 2011, the New Jersey legislature passed the Anti-bullying Bill of Rights Act (ABR).

Key goal of the ABR is to *develop and maintain safe and supportive school environments.*



Staff Roles in Anti-Bullying Rights Law

- **Anti-Bullying Coordinator: Corby Swan**
- **Grades PK-8 Anti-Bullying Specialists: Gina Infante
Krista Deckhut**
- **Establishment of a School Safety Team (SST)**

Harassment, Intimidation & Bullying (HIB)

Definition

H.I.B. means 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 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**;

Takes place on school property, at any school-sponsored function, or on a school bus; or **off school grounds**, as provided for in *N.J.S.A. 18A:37-15.3*,



H.I.B. Definition (cont.)

Substantially disrupts or interferes with the orderly operation of the school or the rights of other students;
and that

A 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 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; **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.

Differences between Conflict and HIB

CONFLICT:

- “Mutually” competitive; students are evenly involved
- Includes fights, disagreements, and arguments
- **A normal part of growing up and of life.**

HIB:

- HIB is one-sided with an **imbalance of power.**
- Student(s) become victims of another person’s uninvited aggression
- There is **intent** to physically or emotionally hurt someone



Types of Bullying Behavior

- **Verbal**: Includes taunting, name calling, malicious teasing or making threats.
- **Psychological**: Includes spreading rumors, purposefully excluding, breaking up friendships.
- **Physical**: Includes hitting, punching, shoving, spitting or taking personal belongings.
- **Cyberbullying**: Includes digital technologies to harm others.



Possible Warning Signs

Children who are being bullied might start to:

- Come home with damaged or missing belongings
- Have unexplained injuries
- Complain frequently of feeling sick or try to hurt themselves
- Lose interest in visiting or talking with friends
- Lose interest in school work or begin to do poorly in school
- Suddenly have fewer friends
- Appear sad, moody, angry, anxious or when they come home
- Talk about suicide or “giving up”

If your child is showing any of these warning signs, you should talk to them to find out the cause and then talk to your child’s teacher, school counselor, or principal.

School Responsibility for HIB Complaints

This page and the next page include summaries of the school's reporting and investigation responsibilities.

1. Principal receives verbal report of HIB incident (day it occurs or is reported)
 - Within 2 school days: written report is due

2. Principal notifies parents of alleged student offenders and victims.

3. Anti-bullying specialist investigates the report.
 - Started within 1 **school** day of the first report
 - Completed within 10 **school** days of the written report

4. Investigation results reported to the Principal & Superintendent.

School Responsibility for HIB Complaints


1. Superintendent may decide to take other actions based on the investigation report.

2. Superintendent reports results to Board of Education (BOE) at the meeting **after** the investigation is completed.

3. Administration provides parents with information from the investigation.
- **Within 5 days of the report to BOE**

4. Parent may request BOE hearing.
- Held within 10 days of request

5. BOE issues written decision to support, disagree or change the Superintendent's decision.
- Happens at the meeting **after** the Superintendent's report



School Responses To H.I.B Incidents

The ABR requires a range of responses that are implemented by the principal, in conjunction with the school anti-bullying specialist. The responses must include:

- Both *corrective actions* and *consequences*
 - Severity of the offenses (discipline code)
 - Developmental ages of the offenders
 - Students' histories of problem behaviors and performance.
- The responses must include an appropriate combination of counseling, support services, intervention services and other programs.

School Safety/School Climate Team

- Formed to develop, foster, and maintain a positive school climate, including H.I.B. issues
- Meets **at least** 2 times per school year and consists of:
 - The Principal
 - The Anti Bullying Coordinator
 - Teacher(s) in the school
 - The school Anti-Bullying Specialist
 - A parent (as defined in *N.J.A.C. 6A:16-1.3*) of a student in the school, **and**
 - Other members determined by the Principal

Responsibilities Of The School Safety/School Climate Team

- Review records of all complaints of HIB incidents that have been investigated and/or reported to the principal*
- Identify and address patterns of HIB in the school
- Help to strengthen school climate and the policies of the school in order to prevent HIB
- Help educate the community, including students, teachers, administrative staff and parents, to prevent and address HIB
- Participating in the training required under the ABR

*A parent member of the SST is not permitted to participate in any activities of the team which may compromise the confidentiality of the students

H.I.B. Resources and References

For additional information regarding anti-bullying and the H.I.B. process and procedures, please see the resources below.

- *Anti-Bullying Bill of Rights Act:*
http://www.njleg.state.nj.us/2010/Bills/PL10/122_.PDF
- *Cyberbullying Research Center:*
<http://www.cyberbullying.us>
- *New Jersey Department of Education Website:*
<http://www.state.nj.us/education/students/safety/behavior/hib/#si>
- *Stop Bullying Now Website:*
<http://www.stopbullying.gov>

References

SRI & ETTC. (2011, December 5). *H.I.B. Training for Anti-Bullying Specialists, Anti-Bullying Coordinators & School Safety Team Members*. Presented at H.I.B. Training in Mays Landing, NJ.

NJDOE publication: *Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act (P.L.2010, c.122)* <http://www.nj.gov/education/students/safety/behavior/hib/guidance.pdf>