

HIB

(Harassment, Intimidation and Bullying)



Helen Morgan School

NEW LAW

- o On January 5, 2011 Governor Christie signed into law the “Anti-Bullying Bill of Rights”
- o The new law went into effect September 2011
- o It amends the 2002 anti-bullying law

Key changes in the new law

- o It clarifies responsibility for conduct away from school grounds
- o It creates School Climate Committee in each school
- o It requires an Anti-Bullying Specialist in every school
- o It requires an Anti-Bullying Coordinator for each district
- o It requires new investigation, reporting, discipline, and appeal procedures
- o It has new state reporting requirements on incidents of bullying
- o It has new grading procedures for schools and districts

Definition

HIB means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents, that:

- * is reasonably perceived as being motivated 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 disability, or by any other distinguishing characteristic
- *takes place on school property, at any school-sponsored function, or off school grounds if it can be shown to impact school performance
- *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
- *has the effect of insulting or demeaning any student or group of students
- *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.

Anti-Bullying Coordinator

- o The anti-bullying coordinator strengthens district HIB policy to prevent, identify, and address HIB
- o Meets with the anti-bullying specialists
- o Provides data, in collaboration with the superintendent to the NJDOE

Anti-Bullying Specialist

Toni Ann Labar for Helen Morgan School

- Chairs the SCC
- Leads the investigation of reported HIB cases
- Acts as the primary school official responsible for preventing, identifying, and addressing incidents of HIB in the school

School Climate Committee

- o Formed to develop, foster, and maintain a positive school climate, including HIB issues
- o Includes principal, teachers, and parents

What is bullying?

Normal Conflict

- o Involves people with similar degrees of power
- o Involves a mutual disagreement or difference in interests or goals
- o Is reciprocal; both parties participate in the conflict
- o Both parties are responsible for wrongdoing
- o Can be fairly resolved by compromise

Bullying

- o Is one-sided
- o Involves hurtful behavior on behalf of one party against another
- o Bully is responsible for wrongdoing
- o The intent is to physically or emotionally hurt someone

What you can do if you suspect your child is bullying others

- o Discuss school rules and behavior expectations with your child
- o Discuss alternatives to aggressive behavior
- o Establish consequences for negative behaviors
- o Report any incidents of bullying behaviors to school officials, even if your child is the one engaging in those behaviors

How do you know if your child is being bullied?

There are many questions you can ask yourself.

- o Does my child fear going to school?
- o Does my child have friends?
- o Does my child seem unhappy or insecure or have low self-esteem?
- o Does my child talk about “nobody liking her” or “not having any friends?”

What you can do if your child is being bullied

- o You can role play with your child and discuss ways they can respond to a bully
- o You can teach your child that telling on those who bully should not be considered tattling
- o You can tell your child to stick with a group, bullies rarely target kids in groups
- o You can talk to a school administrator about the situation

Reporting HIB

- o Report all bullying complaints to the anti-bullying specialist, Toni Ann Labar
- o All complaints must be investigated and reported and all parents involved will be contacted

Anti-Bullying Specialist

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