

HIB Training

Facilitators

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Topics to be Covered

- HIB Definition
- Normal Conflict vs. HIB
- Reporting
- Investigation Steps

HIB Definition



DEFINITION OF HARASSMENT, INTIMIDATION OR BULLYING

“Harassment, intimidation or bullying” means:

- Any gesture
- Any written, verbal or physical act, or 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 a school bus, or off school grounds

DEFINITION OF HARASSMENT, INTIMIDATION OR BULLYING

The HIB must **substantially disrupt or interfere** with the orderly operation of the school or the rights of other students and:

- A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging a 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; 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.

Protected 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
 - Pregnancy
 - Sex
 - Religion
 - Disability
 - Military service
 - Atypical cellular blood trait
 - Nationality
- NJ LAD
 - Marital/domestic partnership/civil union status
 - Affectional or sexual orientation
 - Gender identification or expression

Normal Conflict vs. HIB

(Not all conflicts between students are HIB)

Normal Conflict

- *Equal power, friends*
- *Happens occasionally, accidental*
- *Not serious*
- *Not seeking power or attention*
- *Not trying to get something*
- *Remorse-take responsibility*
- *Effort to solve the problem*

HIB

- **Imbalance of power, not friends**
- **Repeated negative attentions**
- **Purposeful**
- **Serious-threat or harm**
- **Strong emotional reaction**
- **Seeking power, control**
- **Trying to gain material things**
- **No remorse, blames target**
- **No effort to solve the problem.**

Normal Conflict vs. HIB

Normal Conflict

- *Stems from a disagreement*
- *Both people feel hurt due to different views.*

HIB

- **The bully is intending to create fear, intimidation, terror, and humiliate the victim**

Investigation Steps



- HIB complaint filed (Staff must report incident on day it occurs to the principal, follow up in writing within 2 days)
- 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 (within 5 days of school board being informed)
- Hearing occurs if requested
- BOE votes to affirm, reject or modify
- Parent retains rights to appeal, pursue other legal avenues