HIB Training

Facilitators
Byron Hamby
Marckens Pierre
Topics to be Covered

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