

# UNDERSTANDING THE HARASSMENT, INTIMIDATION AND BULLYING LEGISLATION (HIB)

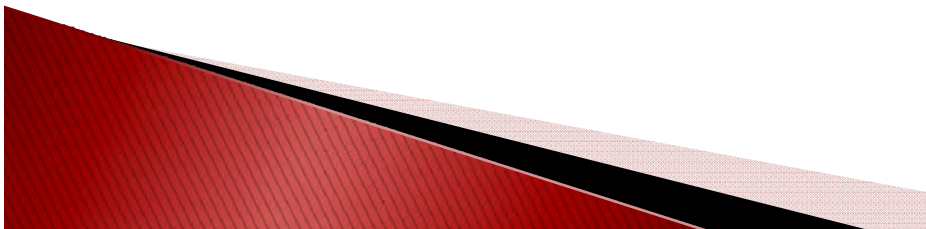


BOONTON PUBLIC SCHOOLS

# RECENT RESEARCH

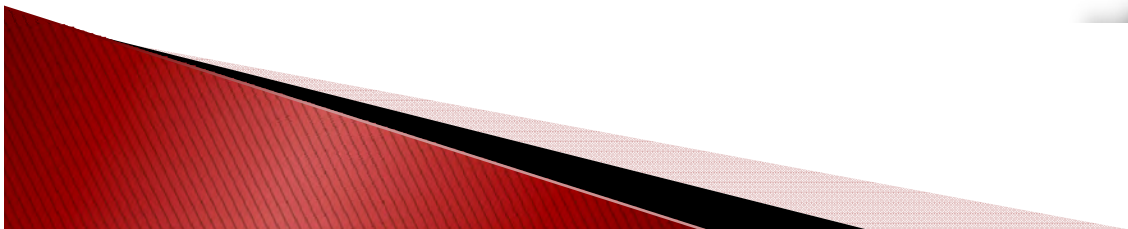
2014 UCLA psychology study shows

- ▶ 28% of the students in grades 6–12 were bullied in the previous year;
- ▶ 71% of teens of seen bullying occur in their school.



# RECENT RESEARCH

- ▶ 20–30% of students who are bullied tell adults or authorities about their situation
- ▶ Children and teens who are considered “different” from their peers are the most frequent targets



# OTHER RESEARCH SHOWS

- ▶ By age 24, 60% of identified bullies have a criminal record
- ▶ Children named by classmates as bullies by age 8 were often bullies throughout their lives
- ▶ Bullying occurs once every 7 minutes

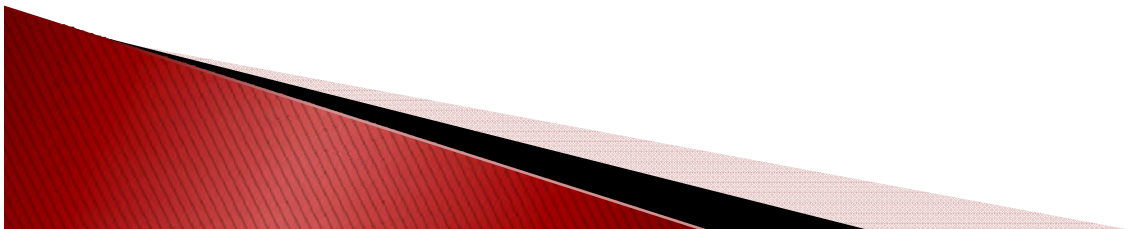


▶ Source: NJ State Bar Foundation, 2011



# Goal of the Boonton Schools

TO MAKE OUR  
SCHOOLS  
SAFE,  
SUPPORTIVE,  
AND CIVIL!



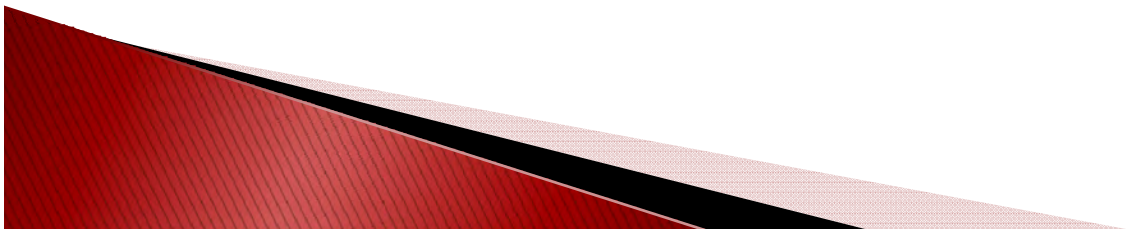
# NJ Legislation

- ▶ Anti-Bullying Bill of Rights Act
- ▶ Defines Harassment, Intimidation and Bullying (HIB)
- ▶ Requires timely reporting by all staff, investigation and outcomes of all incidents of HIB on and off school grounds
- ▶ Establishes School Safety Teams
- ▶ Schools required to have prevention programs



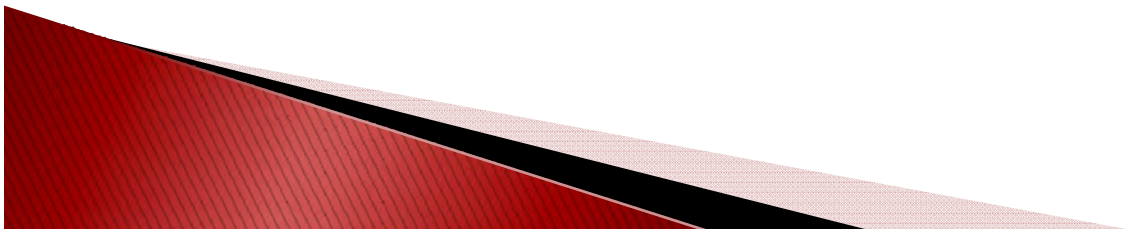
# HIB Training

- ▶ School districts must provide HIB training on the Board of Ed Policy for all full- and part-time employees and all volunteers who have significant contact with students.
- ▶ Training must include:
  - Preventing
  - Identifying
  - Reporting



# Presentation will Include:

- ▶ Define HIB
- ▶ Boonton's HIB Policy
- ▶ How to Report a HIB Incident
- ▶ What Boonton Schools are doing to enhance climate and culture of our schools
- ▶ What Can Parents Do





# Legal Definition of HIB:



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:

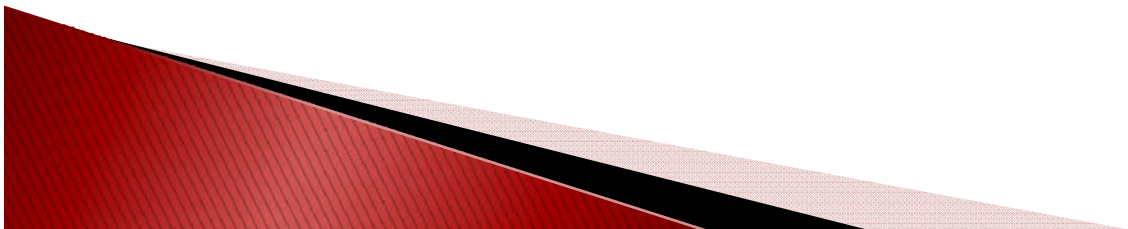
Is reasonably perceived as being motivated by any perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or a mental or physical disability or sensory disability, or by any other distinguishing characteristic. AND,



# Definition of HIB continued:

takes place on school property, at any school-sponsored function, or off school grounds. AND,

substantially disrupts or interferes with the orderly operation of the school or the rights of other students, and that:

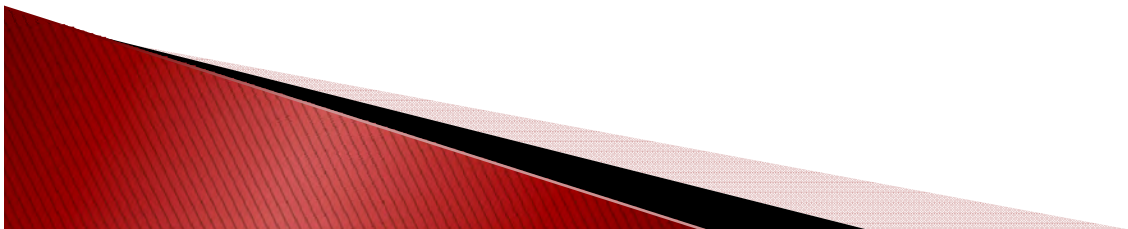


# Definition of HIB continued:

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 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.



# Cliff Notes / HIB

- ▶ Any single or repeated gesture, written, or verbal act that is motivated by any actual or perceived characteristic.
- ▶ Occurs ON or OFF \* school grounds
- ▶ Significantly impacts learning environment at school ( i.e. “hostile learning environment”)
- ▶ Violates the rights of a student





# Difference between Conflict & HIB

Conflict	HIB
<p>“Mutually” competitive or opposing action or engagement.</p> <p>Includes disagreements, arguments and fights.</p> <p>A normal part of the developmental process.</p>	<p>HIB is one-sided.</p> <p>One or more students are victims of one or more person’s aggression, as it applies to the definition of HIB.</p> <p>The intent is to physically harm or emotionally hurt someone.</p>



# Bullying Behaviors

- ▶ Physical
- ▶ Verbal
- ▶ Social/Relational
- ▶ Electronic



# Cyber-bullying”

- The Act of sending or posting harmful or cruel text messages, emails, or images using the Internet, cellular telephones or other digital communication devices in order to threaten, harass, embarrass, socially exclude or damage reputations and friendships.”
- Morris County Prosecutor’s Office



# Boonton HIB Policy & Procedures

- ▶ The Boonton School District is committed to eliminating bullying, harassing and intimidating behaviors from our school community.
- ▶ All Boonton stakeholders are asked to report incidents involving such behaviors.
- ▶ Our district anti-bullying coordinator, school-based specialists & school safety teams, and the principals will review all submissions thoroughly.
- ▶ Please read our Harassment, Intimidation and Bullying Policy to learn more about the legislation and our district's response on the school web site.





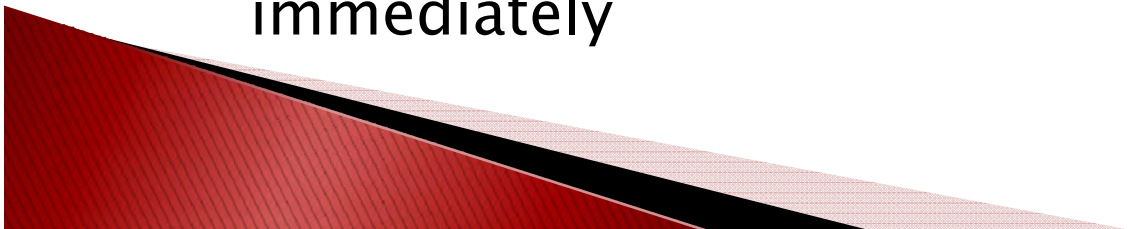
# Boonton HIB Policy & Procedures (Continued)

- ▶ Any stakeholder of the Boonton School district who has reliable information that a student has been subject to harassment, intimidation or bullying shall
  - complete and submit an incident form or
  - report the incident to the appropriate school official designated by the school district's policy or
  - to any school administrator who shall immediately initiate the school district's investigation procedures concerning school bullying.



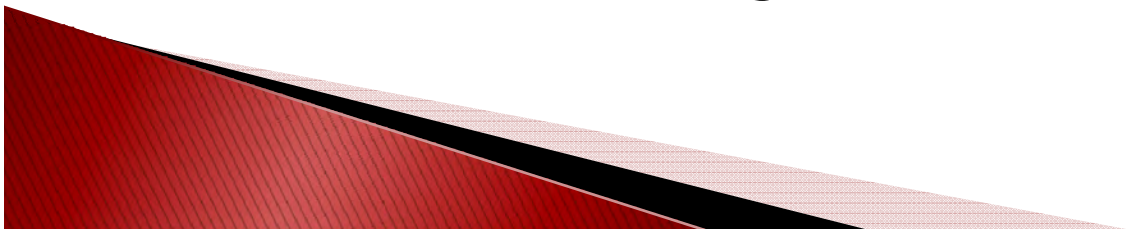
# How to Report a HIB Incident

- ▶ Incident can be reported:
  - By completing form on the district web site
  - By calling the Anti-bullying Phone Hotline (found a school district web site)
  - By utilizing the Boonton School Mobile App
  - By submitting an incident report and placing it in the HIB box found in the main office of each school
  - By placing a phone call to a guidance counselor, dean, or principal
  - By encouraging your child to speak to either their teacher, guidance counselor, dean or principal immediately



# Investigation Time Frame

- ▶ Day 1: Verbal Report to Principal who determines if an investigation is warranted
- ▶ Day 1: Principal contacts parents of students involved in the incident
- ▶ Day 2: Written Report by end of day
- ▶ Day 10: Investigation must be complete  
(within 10 days from the written report)
- ▶ Day 12: Results of Report given to Superintendent  
(or sooner) within 2 days of close of investigation
- ▶ Superintendent reports to BOE at designated next scheduled meeting



# After the Board Meeting

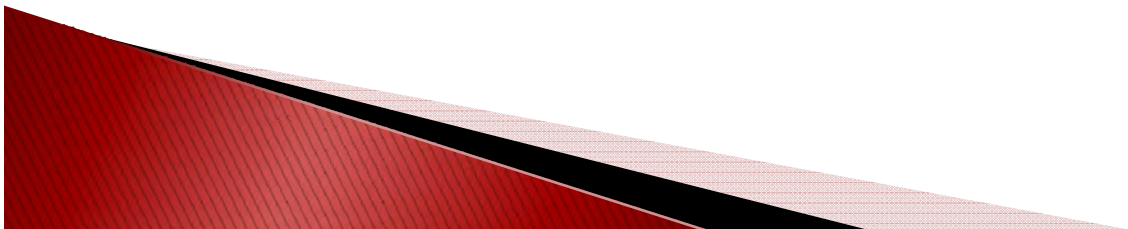
- ▶ Parents or guardians of the students involved are entitled to receive
  - information including the nature of the investigation,
  - whether the district found evidence of HIB and
  - whether discipline was imposed or services provided to address an incident of HIB.
  - This information must be received no later than five days following the Board of Education meeting.





# After the Board Meeting (continued)

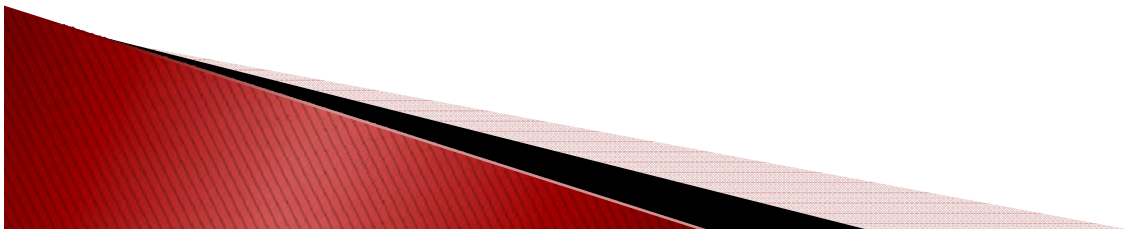
- ▶ A parent or guardian may request a hearing before the board after receiving such information.
- ▶ If a parent requests a hearing before a board, the board must meet in executive session within ten days of receipt of the request.



# School Climate



“A positive school climate is a significant element in academic achievement, promotes empowerment of both adults and students, and enhances a sense of community.” Lesia–Anne Smith, Esq.



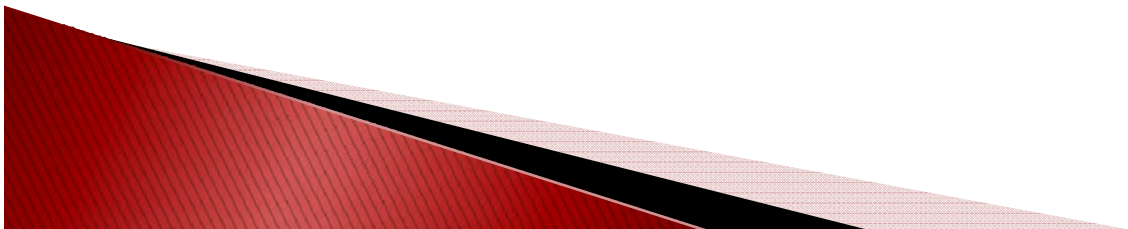
# School-wide curriculum:

- ▶ Every student in the Boonton School District is educated regarding the Anti-bullying Bill of Rights Legislation, Definition of bullying and conflict
- ▶ Guidance counselors and teachers provide lessons promoting good communication and social skills
- ▶ Our district is implementing the Leader In Me from grades K-8; JHS and BHS have clubs and organizations that promote positive climate
- ▶ Special assemblies are held throughout the year.



# Week of Respect

- ▶ Kick-off Assembly to initiate Week of Respect
- ▶ Anti-bullying candy grams
- ▶ Chain Reaction of Kindness Campaign
- ▶ Locker Quotes
- ▶ Morning announcement includes a positive quote
- ▶ Team-building activities in Physical Ed. Classes
- ▶ Peace Pledge
- ▶ Kindness Matters cards at lunch tables





# What can staff members do?



- ▶ Build positive school climate: model respect building-wide
- ▶ Encourage empathy, acceptance, assertiveness, self-respect
- ▶ Call out all unkind behaviors immediately
- ▶ Mandated reporting

# Bystanders (Upstanders)

- ▶ 85% of your population
- ▶ Become desensitized over time
- ▶ Want to help, but afraid
- ▶ Under utilized resource in school
- ▶ Must empower to change the culture and climate of school
- ▶ Silent majority → caring majority
- ▶ Goal is to create a caring community



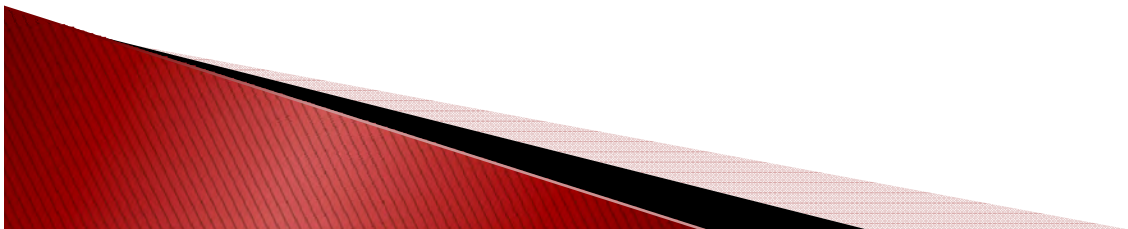
# Consequences

- ▶ Immediate, predictable and consistent
- ▶ Increase in response to behavior
- ▶ Kids and parents must know what they are
- ▶ Remediation to gain insight into behavior choices.



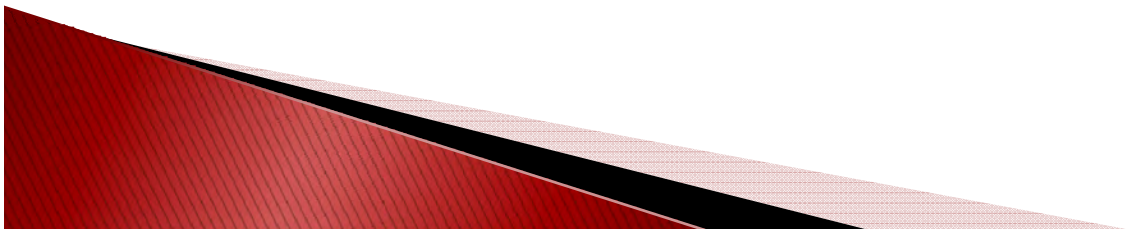
# What can parents do?

- Let the school know your concerns (access from our website)
- Teach your child self respect, assertiveness
- Let your child know it is ok to express anger appropriately
- Encourage friendships
- Teach social skills (sharing, compromises, apologies, I messages)
- Encourage telling vs. tattling
- Don't advise ignoring or attacking bully



# The HIB Self-Assessment

- ▶ Anti-Bullying Bill of Rights Compliance
  - Assessment of our schools
  - School Street School
  - John Hill School
  - Boonton High School
- Assessment of the Boonton School District
- ▶ Assessment Period
  - June 30, 2013 to June 30, 2014





# HIB Required Elements

- ▶ Procedures
- ▶ Policies
- ▶ Programs

# Eight Core Elements



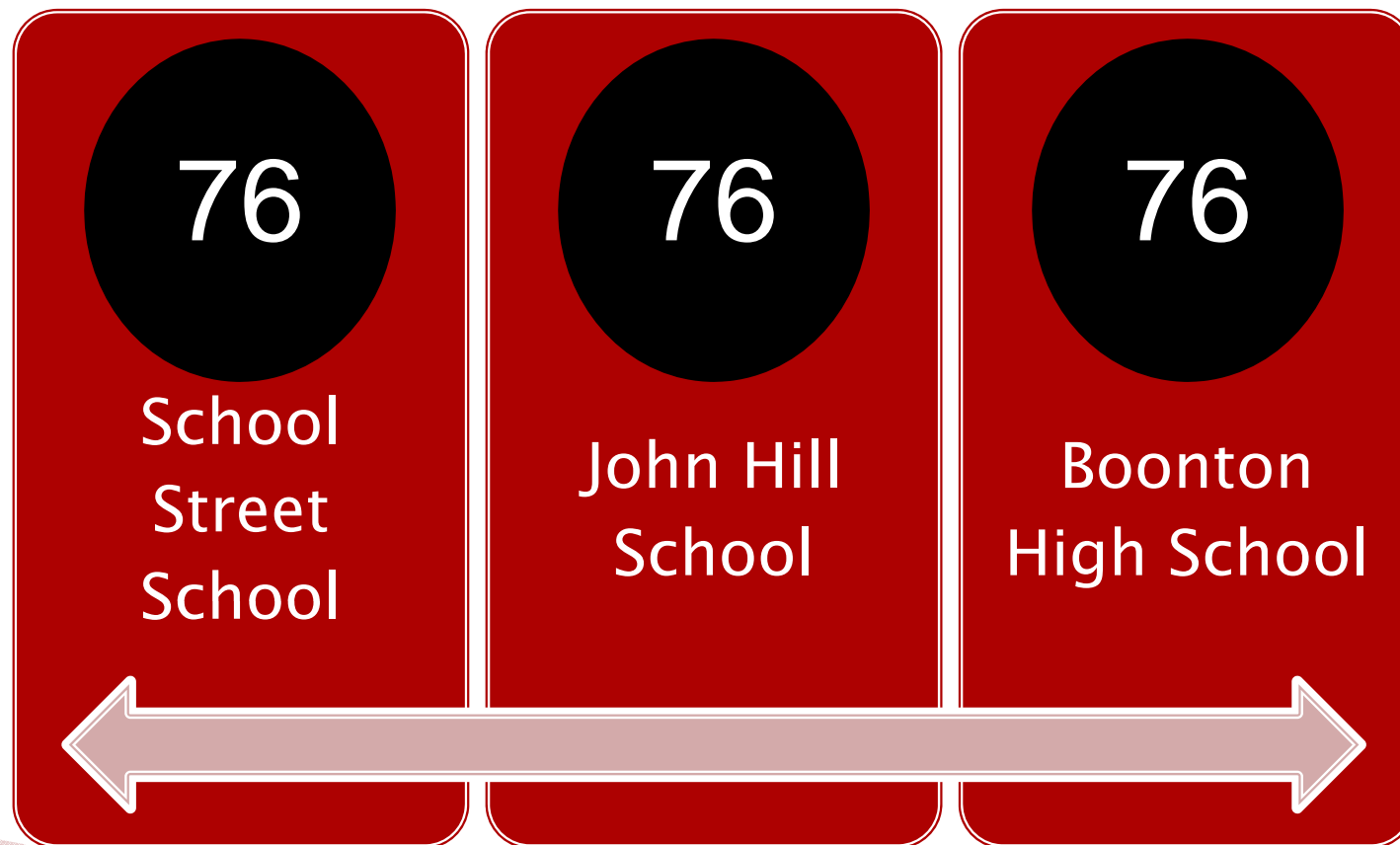
# Grading

- ▶ Each indicator was graded 0–3.
- ▶ The sum total of the 26 indicators resulted in the total score for each school.



# Individual School Results

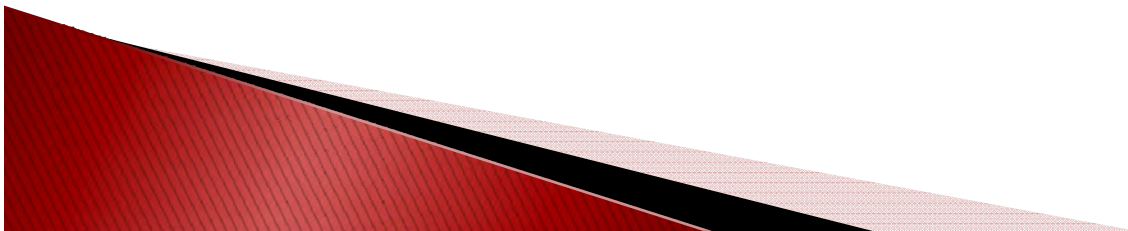
Maximum Points = 78



# District Results

## The Averages Score of All Schools in the District

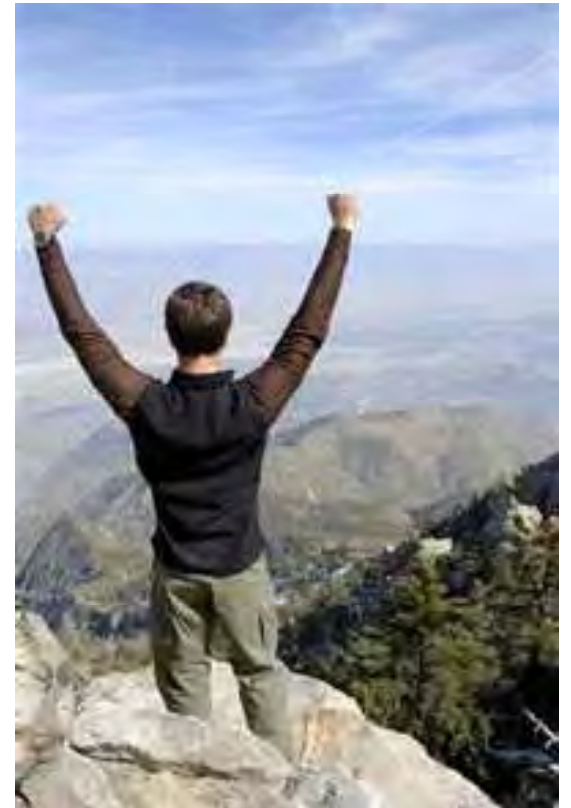
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# Bully Free: It Starts with Me

- ▶ The goal is to work together with an established common language to create a respectful and safe learning environment where everyone can achieve their fullest potential



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# Thank You

- ▶ Questions
- ▶ Comments
- ▶ Concerns
- ▶ Ideas