

# NJ State Law - High Point Regional High School Policy Harassment – Intimidation – Bullying

## HIB Definition

Any Gesture, Act (*written, verbal, physical*), or Electronic Communication that *substantially* disrupts school operations or the rights of students by:

- \* Causing or threatening Harm (physical, emotional, or property)
- \* Insulting or Demeaning a student or group
- \* Creating a Hostile School Environment

Motivated by any distinguishing characteristic, real or perceived.

The Difference between Conflict and HIB:

### **Conflict**

- “Mutually” competitive or opposing action
- Includes disagreements, arguments and fights
- A normal part of growing up and of life
  - **Support them in working it out**
  - **Seek advice from other parents, agencies, vice principal or counselor for suggestions if conflict persists**

### **HIB**

- One - sided
- One or more students are victims of one or more aggressor(s) in actions that fit HIB definition
- Intent is to physically or emotionally hurt someone
  - **Report incident(s) directly to the school principal**

*If you seek the advice of a staff member and you represent, or they perceive, the incident as HIB **They MUST report it to the Principal that day.** The Principal must then start an investigation.*

## **HIB Procedure** *(abbreviated)*

- Principal calls the parents of the alleged victim and alleged aggressor.
- Principal initiates an investigation with the Anti-Bullying Specialist.
- Consequences may be imposed as per the Student Code of Conduct.
- Additional measures may be implemented by the Principal.
- A completed report is submitted to the Superintendent within 11 days.
- The Superintendent makes a report to the Board of Education at the next Board meeting.
- Parents receive information on the results of the case within 5 days of the Board meeting.
- Parents may request a confidential hearing of the board.
- The Board issues a decision to affirm, reject or modify the Superintendent's decision.
- Parents may appeal the Board's decision with the Commissioner of Education.

***A full account of the law and HPRHS policy 5512 are available on the High Point website at the HIB link.***

### **Advice from our students:**

“Model for us what is respectful behavior, especially of those we don’t necessarily agree with. Teach us tolerance.”

“Look for signs that we may be being bullied OR an aggressor. Don’t rule it out as “My child is fine” or “My child would never do that”.

“Have direct conversations about H-I-B issues with us. Seek advice if you need it. If we don’t want to make it a school issue, help us find resources in the community” (another respected adult, counselor, agency like Center For Prevention and Counseling).

“Monitor your child’s internet activity – check, or have an older sibling, friend, or extended family member keep an eye on their facebook status and postings.”

*S. Campbell 6/18/20*