

ANTI-BULLYING BILL OF RIGHTS

Effective September 1, 2011

Staff Training
Edgewater School District
September 2015

Harassment, Intimidation and Bullying Definition (HIB)

- ❑ H.I.B. as defined within the state legislation specifies that harm to a student can be physical or emotional; creates a hostile environment in school while infringing on the rights of the student at that school
- ❑ H.I.B. can include any gesture, written, verbal or physical acts or electronic communication
- ❑ H.I.B. can refer to: Race, religion, gender, national origin, sexual orientation, gender identity and expression, disability, intellect, power differential
 - It can be motivated by an actual or perceived characteristic

Harassment, Intimidation and Bullying Definition (HIB)

- ❑ H.I.B. can be classified as verbal, physical, relational or cyber bullying

- ❑ H.I.B. can be single incidents or ongoing attempts to:
 - Terrorize
 - Over Power
 - Threaten or intimidate
 - Humiliate or embarrass
 - Control or manipulate
 - Interfere
 - Injure physically or emotionally

Harassment, Intimidation and Bullying Definition

H.I.B. can take place....

on school property, during school-sponsored functions, or on the school bus

off school grounds when a school employee is made aware of the incident

H.I.B. must....

substantially disrupt or interfere with the orderly operation of the school or the rights of other students

H.I.B.: How Do We Know?

- ❑ More than a conflict – imbalance of power (physical, intellectual, social); the target has difficulty defending himself/herself
- ❑ More than “bothering”; the act is intentional and hurtful (physically or psychologically)
- ❑ More than “inappropriate play” – certain behaviors are developmentally appropriate and certain behaviors are not

Harassment, Intimidation and Bullying Prevention

- ❑ Teach conflict resolution
- ❑ Create a positive and respectful classroom where bullying is not tolerated; discipline with dignity; hold bystanders accountable
- ❑ Integrate curricular lessons (role plays, stories, etc.) about differences and ways in which we accept each other
- ❑ Participate in Week of Respect Activities
- ❑ Respond when bullying happens. Learn how to stop it on the spot, find out what happened, and support all students involved.
- ❑ Display Posters (No-bullying zone, etc.)
- ❑ Enact the Progressive Discipline Plan when appropriate
- ❑ Refer to principal and/or counselor to determine consequences and counseling

Strategic Questions for Staff

- Do you say that sort of thing a lot to people?
- Have you ever said something like that before (to him or her)?
- Did he or she ask you to stop?
- Do you know about the H.I.B. law?
 - Reminder: We don't do that here

Harassment, Intimidation and Bullying Reporting Process

- ❑ All suspicions of H.I.B. must be reported verbally to guidance counselor or principal on the same school day
- ❑ H.I.B. incidents should be submitted in writing within two school days of verbal report
- ❑ Principal or guidance counselor informs parent/guardian; School Anti-Bullying Specialist (Pat De Santo) will initiate an investigation if warranted within one day of report and completed within 10 days
- ❑ Results reported to superintendent within two school days of investigation completion

Harassment, Intimidation and Bullying Board Policy

- ❑ Results reported to board of education; next meeting following investigation completion
- ❑ Five school days after board report - Parents/guardians are entitled to receive information – findings, discipline, services
- ❑ Parent/guardian may request board hearing; held within 10 days of request; executive session
- ❑ Board issues written decision affirming, rejecting, modifying superintendent's decision
- ❑ Appeal of board decision to Commissioner within 90 days
- ❑ Complaint with Division on Civil Rights within 180 days

Harassment, Intimidation and Bullying School District Reporting

- ❑ Superintendent reports to board, two times each school year, acts of violence, vandalism and H.I.B.
- ❑ Information is also reported to DOE
- ❑ Report used to grade each school on effort to implement policies and programs
- ❑ District receives a grade; average of both schools
- ❑ Grade/report is posted on district and school website

Harassment, Intimidation and Bullying Team

District Anti-Bullying Coordinator: Marissa Fleming, EVG

School Anti-Bullying Specialist: Pat De Santo, EVG and GW.

Members of the School Safety Team for EVG and GW:

- Marissa Fleming (EVG Counselor)
- Pat De Santo (EVG & GW Social Worker)
- Raul Sandoval (EVG Principal)
- Chris Kirkby (GW Principal)
- Dinah Braude, or Designee, Alternate

Thank you for your attention to this training.

Please sign off in the main office in the training manual handbook.

If you have any questions, please ask.