



Harassment, Intimidation, and Bullying (HIB) Training (Policy # 5131.1)

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HIB Policy Facts



1. Annual Dissemination
2. Annual Policy Review
3. Ranging Definition
4. On and Off School Grounds
5. Investigations
6. Documentation
7. BOE Action
8. Reporting
9. Training
10. School Safety Teams
11. Week of Respect
12. Student Education
13. Website Obligations

Legislation

- ▶ Intended to strengthen standards for preventing, reporting, investigating, and responding to incidents of bullying to reduce suicide risk among students.
- ▶ Was effective September 1, 2011
- ▶ Affects students, teachers, administrators, staff, parents, contracted service personnel, and the community as a whole.



HIB Definition

- ▶ Harassment, intimidation, or bullying (HIB) is defined as any gesture, any written, verbal or physical act, or any 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, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic**, that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils and that:

HIB Definition

- ▶ a) reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a pupil or damaging the pupil's property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property;

HIB Definition

- ▶ b) has the effect of insulting or demeaning any pupil or group of pupils; or
- ▶ c) creates a hostile educational environment at school for the pupil by interfering with a pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.

District Anti-Bullying Programs/Initiatives

- ▶ Positive behavioral reinforcement programs
- ▶ Presenters to faculty and students
- ▶ Character Education lessons (including at the High School level)
- ▶ Week of Respect initiatives
- ▶ Peer leadership programs (Heroes and Cool Kids)
- ▶ Food drives and charity
- ▶ Hibster Anti-bullying software

Staff Responsibilities

- All acts of HIB must be reported verbally to the principal on the same day the school employee or contracted service provider witnessed or received reliable information regarding the incident.
- All acts of HIB must be submitted in writing to the principal within two school days of the incident.
- District Form
- Training
 - 2 Hours in Suicide Prevention
- Tips
 - Preach/teach tolerance
 - Model behavior
 - Correct and report name calling/teasing based on protected categories



Out of School Conduct



- ▶ New law stresses the need for schools to address out-of-school conduct that can constitute HIB
- ▶ Districts must include provisions for responses to HIB when school employees are made aware of the incident.



HIB and 'Protected Categories'

- ▶ Training includes instruction on preventing HIB based on the protected categories identified in the policy and other distinguishing characteristics that may incite incidents of discrimination.
- ▶ Protected Categories

Protected Categories (Continued)

- Race
- Color
- Religion
- Ancestry
- National Origin
- Gender
- Sexual Orientation
- Gender Identity and Expression
- Mental, Physical, or Sensory Disability
- Any Other Distinguishing Characteristic

Protected Categories (continued)

- To help prevent and identify HIB, we should be aware that research studies show some students under protected characteristics are at higher risk for HIB than the general student population.

For example:

- Studies conducted in the U.S. found that children with disabilities were **two to three times more likely to be the victims of HIB than other children**, and that the HIB experienced by these children was more chronic in nature and directly related to their disability (<http://www.abilitypath.org>).
- A 2009 National School Climate Survey conducted by the Gay, Lesbian and Straight Education Network (GLSEN) indicated that 84.6% of LGBT students reported being verbally harassed; 18.8% of LGBT students reported being physically assaulted. 9 out of 10 LGBT students experienced harassment at school in the past year; and nearly two-thirds of LGBT students felt unsafe because of their sexual orientation (GLSEN, 2009).
- In certain communities, schools or school districts, students under protected characteristics may be particularly vulnerable to bias-based HIB.

Protected Categories (continued)

- Requires schools to take appropriate action to prevent and remediate HIB that targets a student because of his or her **actual** or **perceived** race, color, religion, national origin, ancestry, nationality, sex, sexual orientation, gender identity or expression, or disability.
- When schools do not take appropriate preventive and remedial action, they could be held responsible for bias-based HIB committed by students, school employees, contracted employees and volunteers who have significant contact with students
- Discrimination is based on a “perceived” protected characteristic when the perpetrator believes that the victim is a member of a protected group or has a protected characteristic, even if that belief is wrong.

Examples: Harassing a heterosexual student using derogatory words or phrases commonly associated with homosexuality may constitute discrimination based on *perceived* sexual orientation.

Harassing a non-Muslim student using anti-Muslim comments may constitute discrimination based on *perceived* creed or religion.

Conflict vs. Bullying

| Conflict | HIB |
|--|---|
| Mutually competitive or opposing action, engagement, argument, or disagreement | One sided |
| Includes disagreements, arguments, fights, and conflicts | One or more students are victims of one or more person's aggression. |
| Is normal based on age | Is abnormal, aggressive, and physically or emotionally harms based on a protected characteristic. |

Personnel-ABS



- Duties:
 - Chairs School Safety and Climate Team
 - Leads HIB investigations
 - Acts as the primary school official responsible for preventing, identifying, and addressing HIB
 - Works with Anti-Bullying Coordinator and School Safety Team to make certain “Week of Respect” is observed.
 - Works to provide age-appropriate instruction focusing preventing HIB

Personnel-School Anti-Bullying Specialists (ABS)

- ▶ New Egypt High School: Carolyn Santoro, Alicia Demarco and Thomas Chemris
- ▶ New Egypt Middle School: Natalie Belfiore and Michelle Sholk
- ▶ Dr. Gerald H. Woehr Elementary School: Alyse Kreig and Heather Collins

School Safety/Climate Team

- ▶ Consists of:
 - ▶ Principal or designee (who shall be a senior administrator in the school)
 - ▶ A teacher in the school
 - ▶ A parent of a student in the school
 - ▶ Other members determined by principal
 - ▶ The ABS (Chairperson of the team)



School Safety/Climate Team

- Receives copies of HIB complaints from principal (not parent representative)
- Receives copies of any report prepared after a HIB investigation (not parent representative)
- Uses reports to identify patterns of HIB in schools
- Review and strengthen school climate and policies to prevent and address HIB
- Educate the community, including students, teachers, staff, and parents to prevent and address HIB.
- Collaborate with District Coordinator in collection of data and development of HIB policies.





School Safety/Climate Team

- ▶ Parent members:
 - ▶ Shall not participate in any activities of the team which may compromise the confidentiality of a student.
 - ▶ Parent member focus is on community education and creating a more positive school climate.

Contact Information

District Anti-Bullying Coordinator:

Mrs. Tara Nesbihal

Dr. Gerald H. Woehr Elementary School Ext. 3000

School Anti-Bullying Specialists:

- **New Egypt High School**
Carolyn Santoro – 1407
- **New Egypt Middle School**
Mrs. Natalie Belfiore - Ext. 2176
- **Dr. Gerald H. Woehr Elementary School**
Mrs. Alyse Kreig - 3401
Mrs. Heather Collins - Ext. 3400