

COUNSELOR'S CORNER

SPRING 2026

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WHAT WE LEARNED

This month we are focusing on Kindness and the impact our words have on others. Our feature book is *A Little Spot Learns Kind Words*, by Diane Alber. Key ideas to discuss as a family are outlined in this newsletter, as well as a review of the Harassment, Intimidation & Bullying law in New Jersey. Please review the ideas together, especially the impact words and actions have on others.

Types of Conflict

Disagreement: People have different ideas about something and usually no feelings are hurt.

Rude Moment: Hurting someone's body/ feelings without meaning to by not being careful with your body or thinking about the other person.

Mean Moment: Hurting someone's body of feelings on purpose when having big feelings infrequently.

Bullying: Review the criteria in the right column to assess if it is bullying under the NJ HIB Law, as bullying under the law is different than how the word is frequently used.

HARRASSMENT, INTIMIDATION & BULLYING

HIB DEFINED: DOES THE INCIDENT MEET ALL OF THE FOLLOWING?

HARRASSMENT, INTIMIDATION, OR BULLYING MEANS ANY GESTURE, ANY WRITTEN, VERBAL OR PHYSICAL ACT, OR ANY ELECTRONIC COMMUNICATIONS, WHETHER IT BE A SINGLE INCIDENT OR A SERIES OF INCIDENTS THAT:

* IS REASONABLY PERCEIVED AS BEING MOTIVATED 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

* TAKES PLACE ON SCHOOL PROPERTY, AT ANY SCHOOL SPONSORED FUNCTION, ON A SCHOOL BUS, OR OFF SCHOOL GROUNDS

* SUBSTANTIALLY DISRUPTS OR INTERFERES WITH THE ORDERLY OPERATION OF THE SCHOOL OR THE RIGHTS OF OTHER STUDENTS.

AND, DOES IT MEET ONE OF THESE?

* A REASONABLE PERSON SHOULD KNOW, UNDER THE CIRCUMSTANCES, THAT THE ACT(S) 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.

* HAS THE EFFECT OF INSULTING OR DEMEANING ANY STUDENT OR GROUP OF STUDENTS.

* CREATES A HOSTILE EDUCATIONAL ENVIRONMENT FOR THE PUPIL BY INTERFERING WITH A PUPIL'S EDUCATION OR BY SEVERELY OR PERVASIVELY CAUSING PHYSICAL OR EMOTIONAL HARM TO THE STUDENT.

**THINK
BEFORE YOU SPEAK
IS IT...
TRUE
HELPFUL
INSPIRING
NECESSARY
KIND**



Kindness Matters
Always & In All Ways

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