



HIB Review / Training

Hopatcong Borough Schools



Definition of H.I.B.



HIB Definition

Harassment, intimidation, or bullying means any gesture, any written, verbal or physical act, or any *electronic communication**

- Whether it be a single incident or a series of incidents
- 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
 - mental, physical or sensory disability
 - any distinguishing physical characteristic

**Electronic communication* means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or pager.



HIB Definition

- 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.

- A reasonable person should know under the circumstances the act 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 property; or
 - ✓ Insulting or demeaning any pupil or group of pupils.

HIB Definition



- 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 pupil



Four Part Bullying Test (Rearranged)

1. 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.

Note: *Tinker v. Des Moines Ind. S.D., 393 U.S. 503, 509 (1969)

2. 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 pupil



3. A reasonable person should know under the circumstances the act 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 property; or
- ✓ Insulting or demeaning any pupil or group of pupils.

4. Is reasonably perceived as being motivated by any actual or perceived characteristic such as:

- | | |
|-----------------|--|
| race | gender |
| color | sexual orientation |
| religion | gender identity and expression |
| ancestry | mental, physical or sensory disability |
| national origin | any distinguishing physical characteristic |

Four Part Test: “WHAM”

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H ostile Environment

A ffect/Effect

M otivated by

*Staff members observing a potential HIB incident should immediately complete the mandatory paperwork obtained from the district website and submit it to the Principal to initiate an investigation

Time Line

- **DAY 1:** HIB occurs/ Employee learns of incident: **Verbal Report to Principal &** principal informs parents/ guardians
- **DAY 2:** Principal notifies Anti-Bully Specialist, who initiates investigation
- **By DAY 3:** **Written report due** from employee who witnesses/ receives information about HIB
- **By DAY 13:** Investigation must be completed (no more than 10 school days from date of written report)

Time Line (cont.)

- **By DAY 15:** Results of investigation must be forwarded to Superintendent and District Anti-Bullying Coordinator. Superintendent decides which action to take and reports to Board of Education at the next Board Meeting.
- **Within 5 Days of Board Meeting:** District must provide information in writing to parent(s) of alleged bully and victim about investigation and findings. Board can affirm, reject, or modify Superintendent's findings.



District Staff Who May Assist You with a HIB Claim

- **Durban Avenue:** Principal-- Katherine McFadden (PreK- Grade 1)
 - Anti-Bullying Specialist (ABS)-- Lisa Osbun, School Counselor
- **Tulsa Trail:** Principal-- Brian Byrne (Grades 2-3)
 - ABS-- Lisa Osbun, School Counselor
- **HMS:** Principals-- Lewis Benfatti (Grades - 7)
 - ABS-- Melissa Kennedy (Grades 4-5), School Counselor
 - ABS - Christina Takacs (Grades 6-7), School Counselor
- **HHS:** Principal - Stephanie Martinez (Grades 8-12)
 - ABS-- Danielle Manisa , Coordinator of Student Discipline
- **District Anti-Bullying Coordinator:**
 - Mr. Jeff Hallenbeck, Superintendent