



# **ACTS OF HARASSMENT, INTIMIDATION, AND BULLYING**

**ALLAMUCHY TOWNSHIP SCHOOLS**

The background is a dark blue color with several abstract shapes. There are white curved lines and a light blue circle on the left side. The text is centered in a bold, orange font.

**HOW IS AN ACT OF  
HIB DEFINED?**

# DOES THE ACT MEET ALL OF THESE...

Harassment, 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, or off school grounds

... **substantially** disrupts or interferes with the orderly operation of the school or the rights of other students

# ...AND 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

**-OR-**

Has the effect of insulting or demeaning any student or group of students

**-OR-**

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

# ACT OF HIB VS. CONFLICT

Conflict between two or more students is sometimes confused with HIB. However, conflict and acts of HIB are different.

Conflict most often involves mutual engagement in a disagreement between individuals.

Conflict, which occurs in everyday life, can range from a simple disagreement over an idea to a verbal argument or a physical fight.

HIB usually involves one or several individuals intentionally committing a mean or aggressive act against another person or persons who have a hard time defending themselves.

When HIB occurs, there is not mutual engagement between individuals, but a one-sided victimization of another person or group usually with the intention to cause physical or emotional harm.



## HOW TO REPORT A SUSPECTED ACT OF HIB

Click [here](#)

## HIB DEFINED

**WHEN TRYING TO DETERMINE IF AN INCIDENT IS HIB, COMPARE IT AGAINST THE DEFINITION.**

### DOES THE INCIDENT MEET ALL OF THE FOLLOWING?

- Harassment, 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; and 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 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

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# ANONYMOUS/INCOMPLETE REPORTING

1. The more factual information that can be provided, the better to assist with:
  - a. Determining next steps
  - b. Identifying potential individuals involved
2. BOE Policy 5512 states that formal disciplinary action will not be taken solely on an anonymous report.



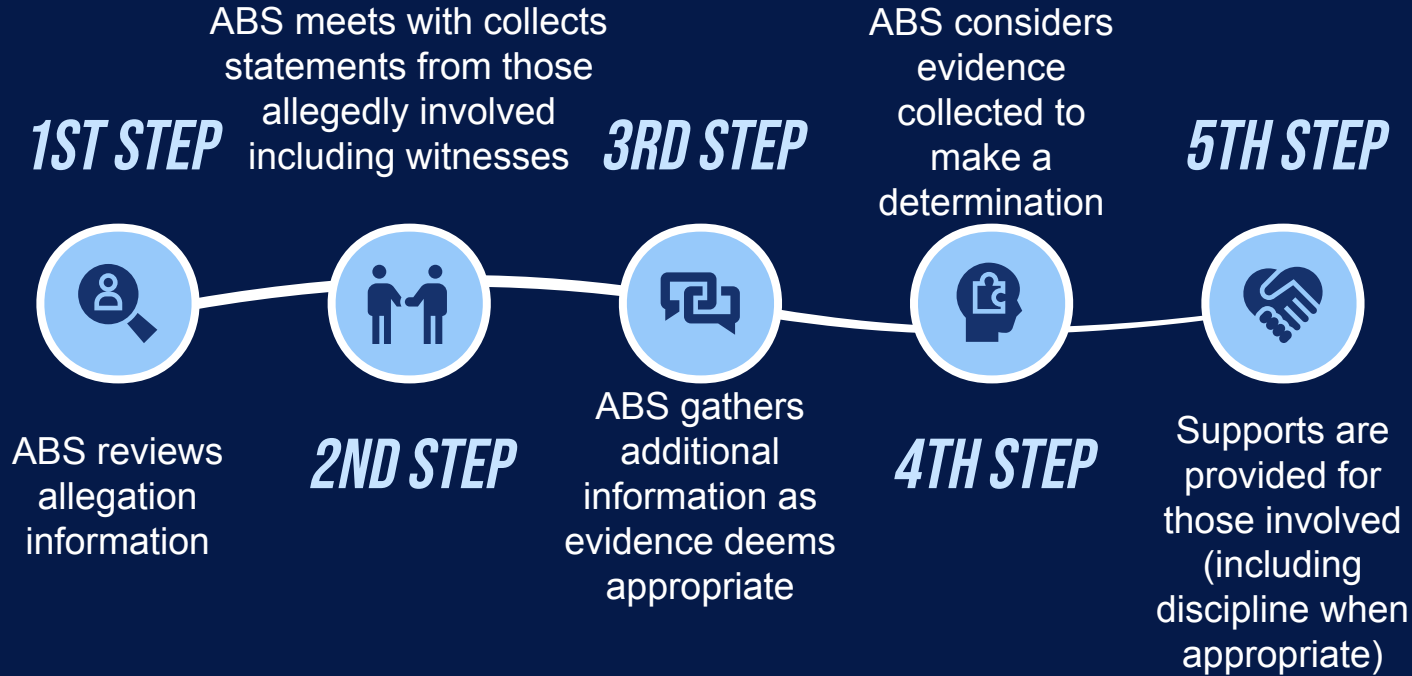
# WHAT HAPPENS TO A REPORT?

1. Principal alerted to report
2. Principal determines based on report if an investigation is warranted.
3. If not, principal has made a pre-determination
4. If so, the ABS will begin the investigation

# WHAT IS A PRE-DETERMINATION?

1. BOE Policy 5512 permits the building principals to make a preliminary determination as to whether the reported incident or complaint, assuming all facts are true, is a report within the scope of the definition of harassment, intimidation, and bullying under N.J.S.A. 18A:37-14.
2. If it is determined not to warrant an HIB investigation, parents still receive notification of the preliminary determination.
3. The event(s) may still be treated under Code of Conduct.
4. The appeal process remains.

# WHAT HAPPENS DURING AN INVESTIGATION



# WHAT HAPPENS AFTER AN INVESTIGATION

01

STUDENT SUPPORTS

02

MOVING FORWARD REMEDIAL & PUNITIVE MEASURES

03

FINAL DETERMINATION BY BOE

04

REOPENING A CASE  
(IF ADDITIONAL EVIDENCE BECOMES AVAILABLE)

# S1790 - PASSED 1/10/22

- “Cyber-harassment” - option for municipal court to order minor and parent to attend training class
- Parent may be fined up to \$100 first offense and \$500 for subsequent offenses
- Parent may be liable in a civil action if parent demonstrated willful disregard to supervise minor

# S1790 - PASSED 1/10/22

- If school district permits preliminary determination
  - District must report predetermination number to NJDOE
  - NJDOE will review as a part of monitoring
  - Superintendent has the right to overrule predetermination
- Founded offender of an act of HIB will have results of the investigation included in student record beginning with first offense and at third offense intervention plan to be prepared by Principal and approved by the Superintendent

# PREVENTIVE MEASURES

OWLEAS 


WEEK OF RESPECT 

NJCAP - SCHOOL SAFETY 



 SEL - SECOND STEP

 K - 2 WOLFPACK PRIDE & MORNING MEETINGS

 CHARACTER COUNTS

**SUPPORTING OUR  
STUDENTS IS A  
COLLABORATIVE EFFORT**

