

# Harassment, Intimidation & Bullying Investigations, Trainings, & Programs

(September-December 2022 HIB ITP)

Stacy Young  
Director of Equity, Data, and Accountability  
District Anti-Bullying Coordinator

March 14, 2023

# Overview

- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- How to Report

# HIB Statute Review

## What exactly constitutes HIB? (Part 1 of 2)

- Gesture
- Written, verbal, or physical act
- Electronic communication

Whether it be a single incident or a series of incidents, reasonably perceived as being motivated by an actual or perceived characteristic such as:

- Race
- Color
- Religion
- Ancestry
- National origin
- Gender
- Sexual orientation
- Gender identity
- Gender expression
- Mental, physical, or sensory disability
- Or *any other distinguishing characteristic*

# HIB Statute Review

## What exactly constitutes HIB? (Part 2 of 2)

- Takes place on school property, at a school-sponsored function, on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operations of the school or rights of other students

AND

- A reasonable person should know under the circumstances that the act(s) will have the effect of *at least one* of the following:
  - Physically or emotionally harming a student or damaging the student's property, or
  - Placing a student in reasonable fear of physical or emotional harm, or
  - Has the effect of insulting or demeaning any student or group of students, or
  - Creates a hostile educational environment for the student

# Anti-Bullying Specialists:

## Anti-Bullying Specialists:

- conduct investigations
- chair the building school safety/climate teams
- implement trainings and programs

## Anti-Bullying Specialists receive mandated training in:

- HIB law and protocols
- Conducting interviews & investigations

## The Anti-Bullying Coordinator:

- collaborates with the school ABSs, the BOE, and the superintendent of schools to prevent, identify, and respond to HIB of students in the district
- provides HIB data to the NJDOE
- meets twice annually with the ABSs to discuss and strengthen procedures and practices to prevent, identify, and address HIB in the district.

## Anti-Bullying Specialists (ABS)

<b>OHES</b>	Wendy Gelinas and Melissa Patane
<b>VES</b>	Lauren Fornal and Jolene Schantz
<b>LMS</b>	Kevin Armstrong and Leslie Haas
<b>UMS</b>	Allison Doyle-Smith and Jeanne Fedun
<b>MHS</b>	Keith Glock, Maureen Conway, & Matthew Pogue
<b>District</b>	Stacy Young, Anti-Bullying Coordinator

# Period 1: Investigations (September – December 2022)

Building	Reported	Affirmed
Orchard Hill Elementary School	7	1
Village Elementary School	11	3
Lower Middle School	9	1
Upper Middle School	9	5
High School	4	1
District Totals Pd. 1:	40	11

# Period 1: Trainings (September – December 2022)

Building	Trainings
Orchard Hill Elementary School	6
Village Elementary School	11
Lower Middle School	4
Upper Middle School	10
High School	5
District-Wide	1
District Training Totals Pd. 1:	37

# Trainings

Period 1 Trainings (including but not limited to):

- Anti-Bullying Bill of Rights/HIB policy  
(district/school administrators & all other staff)
- Creating Inclusive and Affirming Schools (all staff)
- Implicit Bias & Restorative Practices (district/school administrators)
- Global Compliance Network (GCN) training on cyberbullying, discrimination, suicide prevention, and the anti-bullying bill of rights act  
(district/school administrators & all other staff)



# Period 1: Programs (September – December 2022)

Building	Programs
Orchard Hill Elementary School	4
Village Elementary School	32
Lower Middle School	6
Upper Middle School	15
High School	8
District-Wide	0
District Training Totals Pd. 2:	65

# Programs

## Period 1 Programs (including but not limited to):

- Observation of various history, heritage, & awareness months (District-Wide)
- Cubs Culture Corner (OHES)
- HIB Student Assembly (OHES)
- MHS Peer Leader Visits (VES)
- HIB Classroom Lessons (VES)
- The Social Institute (LMS)
- Picture Book Wednesday (LMS)
- Respect Rally (UMS)
- Paws for a Cause (UMS)
- The Laramie Project (MHS)
- Hispanic Heritage Exhibit (MHS)

# Who Can Report? How Do I Report?

- Any student, parent, staff member or community member can report
  - Students, parents, and community members can choose to report anonymously
  - Staff members *cannot* report anonymously
- The report can be verbal or written and be reported to any staff member
- [HIB District Website](#)- [Hibster](#) (uses NJDOE mandated reporting forms)