

Harassment, Intimidation & Bullying Investigations, Trainings, & Programs (HIB ITP)

September-December 2021

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

March 15, 2022

Overview

- HIB Statutory Definition
- Investigations, Trainings, and Programs (ITP)
- Historical Data

HIB Statute Review

“Harassment, intimidation or bullying”:

- Any gesture
- Any written, verbal or physical act, or 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
- That takes place on school property, at any school-sponsored function, on a school bus, or off school grounds

The HIB must **substantially disrupt or interfere** with the orderly operation of the school or the rights of other students and **at least one**:

- A reasonable person should know, under the circumstances, the act will have the effect of physically or emotionally harming a student or damaging a student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; **or**
- Has the effect of insulting or demeaning any student or group of students; **or**
- Creates a hostile educational environment for the student by interfering with a student's education **or** by severely or pervasively causing physical or emotional harm to the student.

Anti-Bullying Specialists:

Anti-Bullying Specialists (ABS) complete mandated training in the areas of:

- HIB law
- Protocols
- Conducting interviews, and investigations
- State/district mandated trainings

Anti-Bullying Specialists chair the building school safety/climate teams and develop and implement trainings and programs that foster and maintain a positive school climate.

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, and meets twice annually with the ABSs to discuss and strengthen procedures and policies to prevent, identify, and address HIB in the district.

Anti-Bullying Specialists (ABS)

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

2021-2022 Period 1: Investigations (Sept.-Dec.)

Building	Reported	Affirmed
Orchard Hill Elementary School	2	0
Village Elementary School	1	0
Lower Middle School	2	0
Upper Middle School	2	2
High School	10	2
District Totals Pd. 1:	17	4

2021-2022 Period 1: Trainings (Sept.-Dec.)

Building	Trainings
Orchard Hill Elementary School	5
Village Elementary School	10
Lower Middle School	1
Upper Middle School	1
High School	3
District-Wide	2
District Training Totals Pd. 1:	22

Trainings

Period 1 Trainings (including but not limited to)

- Anti-Bullying Bill of Rights training (All staff, administration, administrative assistants, transportation etc.)
- Cyberbullying (All staff, administration, administrative assistants, transportation etc.)
- Anti-discrimination training (All staff and administrators)
- HIB Update: Anti-Bullying Bill of Rights with Stephen Fogarty (district-level administrators, school-level administrators, school anti-bullying specialists)
- Suicide Prevention training (All staff and administrators)
- Annual HIB policies and protocols training (ABSs & ABC)

2021-2022 Period 1: Programs (Sept.-Dec.)

Building	Programs
Orchard Hill Elementary School	4
Village Elementary School	28
Lower Middle School	12
Upper Middle School	8
High School	8
District-Wide	0
District Training Totals Pd. 1:	60

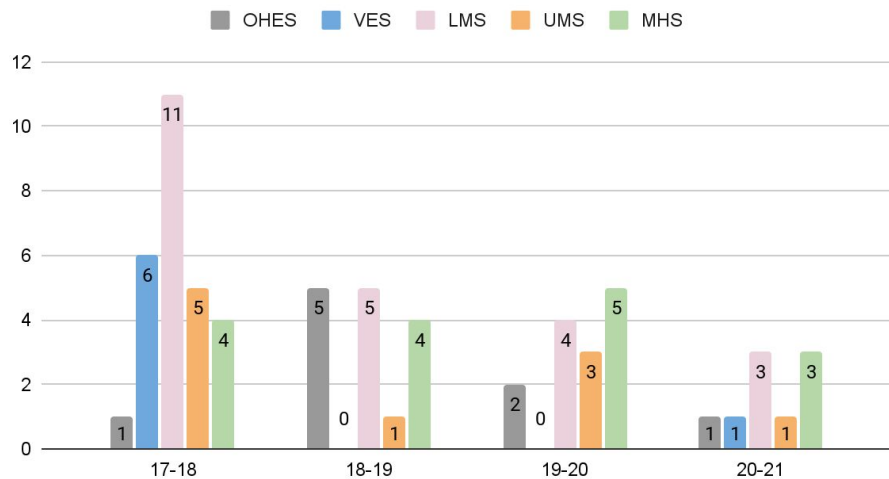
Programs

Period 1 Programs (including but not limited to)

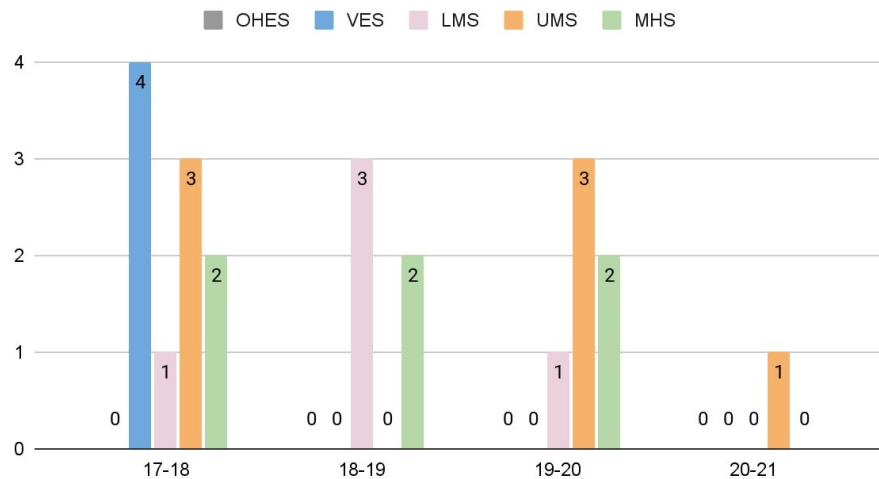
- Week of Respect (District-Wide)
- History, Heritage, & Awareness Months (District-Wide)
- High School Peer Leader Visits (LMS)
- Student HIB Training (LMS)
- RISE Program (UMS)
- Paws for a Cause (UMS)
- Cubs Culture Corner (OHES)
- Pillars of Character Education (OHES)
- Monthly Inclusive Curriculum Lessons (OHES/VES)
- Newcomers Club (VES)
- High School Peer Leader Visits (VES)

Period 1 MTSD Historical Data

Period 1 Investigations: MTSD Historical Data



Period 1 Affirmed Cases: MTSD Historical Data



Who can report? How do I Report?

- Any student, parent, staff member or community member can report
- The report can be verbal or written and be reported to any staff member
or
- [HIB District Website](#)- [Hibster](#)