2025-2026
Harassment, Intimidation, and Bullying (HIB) Review

- ▶ NJHIB Information

- ▶ Anti- Bullying Bill of Rights

- ▶ Reporting & Investigation Process

- ▶ Addressing Parent Concerns

- ▶ Cyberbullying & Internet Safety

- ▶ Statement of Assurance

VENTNOR
EDUCATIONAL
COMMUNITY COMPLEX

Mandated Reporter Responsibility

▶ All acts of harassment, intimidation, or bullying shall be reported verbally to the school principal on the same day you have witnessed or received reliable information regarding any such incident.

▶ All acts of harassment, intimidation, or bullying shall be reported in writing to the school principal within two school days of when you have witnessed or received reliable information that a student had been subject to harassment, intimidation, or bullying. N.J.S.A. 18A:37-15(b) (5).

Where do I get a Reporting Form?

▶ School Office

▶ Your Schools Counselor

▶ The School's Website **

Where on the website is the reporting form?

1. LOCATED ON THE SCHOOL WEBSITE UNDER "ANTI BULLYING" TAB.

2. REPORTING FORM IS ON THIS PAGE AS WELL AS THE POLICY, HANDBOOK, SCHOOL CLIMATE PLEDGE, AND OUR SCHOOLS HIB GRADE

Anonymous Reporting

▶ Please remind students about anonymous reporting, located on the website under the "Anti-Bullying" tab.

▶ Any email will go directly to the counselor chosen from the website.

▶ The reporting form can be e-mailed or dropped off to the main office.

▶ Please remind students that we never reveal the identity of the reporter while investigating and incident.

Investigation Process

- A 10-day investigation
- A verbal report to the principal occurs within 24 hours
- Within 2 days, a written initial report is given to the principal
- Parents are made aware of nature of investigation and accusations
- Interviews will be conducted with victim, aggressor and any witnesses
- Principal is consulted and notified of recommendation and outcome
- Disciplinary actions are taken, counseling is recommended, or nothing was found
- Superintendent is notified
- The incident is placed on the next Board of Education meeting without actual student names to preserve confidentiality

After Board of Education Meeting

▶ Letters are sent to the parents of the alleged offenders and targets

▶ The letter states that the child was either accused of bullying or was a target/victim and includes the result or determination of the investigation.

Addressing Parent Concerns

"My child was bullied, and I want to know what consequences the bully received."

► Parents or guardians of the students who are parties to the investigation shall receive information about the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying; whether discipline was imposed, or services were provided after the Board of Education Meeting

► We cannot say "this student received a 5-day suspension", we can **only** say **discipline was imposed**.

Addressing Parent Concerns

"My child was bullied but the school said it wasn't bullying, why?"

▶ There are different ways in which we may define bullying:

1. NJ Harassment, Intimidation, & Bullying
2. Code of Conduct: Definition of Bullying

Please inform parents about the HIB Parent Handbook located on the website, or have them contact either Mrs. DiMauro, Mrs. Hoffman or Mrs. Perez

What is NJ HIB?

▶ HARASSMENT, INTIMIDATION OR "BULLYING" MEANS ANY GESTURE OR WRITTEN, VERBAL OR PHYSICAL ACT, OR ANY ELECTRONIC COMMUNICATION, THAT IS A SINGLE INCIDENT OR A SERIES OF INCIDENTS, AND

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

▶ THAT SUBSTANTIALLY DISRUPTS OR INTERFERES WITH THE ORDERLY OPERATION OF THE SCHOOL OR THE RIGHTS OF OTHER STUDENTS **AND**…

THE ACT MUST BE 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.

What are "Other distinguishing characteristics?"

These account for about 62% of cases statewide!

- Economic status
- Overweight/thin
- Skin tone/freckles/birth marks
- How student talks- lisp, stutter, etc.
- How student walks
- Academic standings

One of the following must be included:

Reasonable person should know, under the circumstances, it will have the effect of physically or emotionally harming a student or damaging the 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.

What is a Reasonable Person?

▶ Under the law, this is an adult member of school community

▶ As an adult who works with children it is our duty to protect, even if the child doesn't understand it entirely.

▶ If a student doesn't want to move forward, but a reasonable person should know it will have the effect of physically or emotionally harming/ damaging that student or other students, you must report it.

▶ Remember the key words are "a reasonable person perceives"

The Key Elements:

▶ Any type of act regardless of how many times it happened or where it happened.

▶ Does it disrupt the educational process?

▶ Was it motivated by one of the distinguishing characteristics?

   ▶ Even though an incident may not meet the standard of NJ HIB it may still fall under the school's code of conduct.

CONFLICT vs. BULLYING

Conflict is spontaneous or triggered by a noticeable event.*

Bullying is **intentional** and **repeated**.

Both children:
- have equal power
- take responsibility for their part in the argument
- feel remorse and want to resolve the issue

*Ex. one child wants to play with another child's toy.

One child:
- has more power than the other
- means to harm, hurt, or make the other child feel bad about themselves
- doesn't feel remorse for what they did

onetoughjob.org

It is not under the NJHIB or Code of Conduct....Why?

▶ It may be a conflict and not a bullying incident

▶ Conflict is mutually competitive or opposing actions or engagement, including a disagreement or an argument, which is a normal part of human development

▶ Bullying is one sided

▶ A conflict can turn into bullying when one party has moved on from the conflict and the other continues the inappropriate behaviors after resolution or peer mediation is complete

Internet Safety

- Don't give anyone your password, name, address, the name of your school or any information about your family

- Don't talk to strangers on the Internet

- Don't agree to meet anyone in person that you've met online

- Don't fill in a profile that asks for your name and address

- Don't visit a chat room without an adult's / parent's permission

- Don't stay online if you see something you think your parents won't like

- Don't post pictures of yourself without your parents' permission

- Do not download or install anything on your computer without your parents' permission

- If you have any questions about something you read, ask your parent or guardian

- If you are talking to someone online and they make you uncomfortable, remember you don't have to talk back to them.

- If something or someone makes you feel uncomfortable online, tell your parents immediately!

Cyberbullying Warning Signs

- Noticeable, rapid increases or decreases in device use, including texting.

- A child exhibits emotional responses (laughter, anger, upset) to what is happening on their device.

- A child hides their screen or device when others are near and avoids discussion about what they are doing on their device.

- Social media accounts are shut down or new ones appear.

- A child starts to avoid social situations, even those that were enjoyed in the past.

- A child becomes withdrawn, depressed or loses interest in people and activities.

Cyberbullying Teacher Tips

► If you think a child is being cyberbullied, speak to them privately to ask about it. They may also have proof on their digital devices. Report to Counselors Immediately!

► To understand children' digital behavior and how it relates to cyberbullying, increase your digital awareness.

► Develop activities that encourage self-reflection, asking children to identify and express what they think and feel, and to consider the thoughts and feelings of others.

► Help children develop emotional intelligence so that they can learn self-awareness and self-regulation skills and learn how to have empathy for others.

► Role model, reinforce, and reward positive behavior towards others.

► Encourage peer involvement in prevention strategies.

► https://www.commonsense.org/education/articles/teachers-essential-guide-to-cyberbullying-prevention

Statement of Assurance

▶ Please go to: www.VECCNJ.org

▶ Click on District and then on Volunteer Information.

▶ Click on the hyperlink: Statement of Assurance for Volunteers

▶ This is an electronic signature saying you will comply with our HIB policy, will report acts when you see them, you know how to report acts, and you know who to contact when you have questions.

Please contact your School's Anti-Bullying Specialist or
the District Anti-Bullying Coordinator
if you have questions or need assistance.

▶ Mrs. Jenna DiMauro – District Anti-Bullying Coordinator

▶ jdimauro@veccnj.org

▶ (609) 487-7900 x 5300

▶ Mrs. Chelsea Hoffman – Anti-Bullying Specialist

▶ choffman@veccnj.org

▶ (609) 487-7900 x 5040

▶ Mrs. Brianne Perez – Anti-Bullying Specialist

▶ bwestlake@veccnj.org

▶ (609) 487-7900 x 1601

Thank you!

VENTNOR
EDUCATIONAL
COMMUNITY COMPLEX

Resources

- https://www.nj.gov/education/safety/sandp/hib/

- https://www.stopbullying.gov/cyberbullying/tips-for-teachers

- https://www.commonsense.org/education/videos/whats-cyberbullying

- https://www.commonsense.org/education/articles/teachers-essential-guide-to-cyberbullying-prevention

- https://www.mcgruff-safe-kids.com/2014/08/10-internet-safety-tips-for-kids/

- https://www.safekids.com/kids-rules-for-online-safety/