



**H.I.B.**  
**PARENT TRAINING**

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NORTH WILDWOOD SCHOOL DISTRICT

2024 – 2025



# Definition of H.I.B.

## H.I.B. violates the law if it is:

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being **motivated** by either 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.
2. Takes place on **school property**, at any **school-sponsored function**, on a **school bus**, or **off school grounds**, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that



# Definition of H.I.B.

## H.I.B. violates the law if it is:

- a. A reasonable person should know, under the circumstances, that the act(s) 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 their person or damage to their property; or
- b. Has the **effect** of **insulting** or demeaning any student or group of students; or
- c. 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.



# “Characteristics” under the Antibullying Bill of Rights:

Reasonably perceived as being motivated by either any actual or perceived characteristics

- Gender
- Sexual Orientation
- Gender Identity / Expression
- Mental, Physical, Sensory Disability
- Or, “any other distinguishing characteristic”
- Race
- Color
- Religion
- Ancestry
- National Origin



# **Any Other Distinguishing Characteristic under Antibullying Bill of Rights:**

ANY and all other actual or perceived personal characteristic, behaviors, beliefs, affiliations, including, but not limited to:

- Height/Weight
- Socio-Economic Status
- Hair Color / Style
- Birth Mark / Freckles
- Accent / Lisp / Stutter
- Way someone walks
- Academics



# Definition of H.I.B. Overview

## **Must meet with one of the following conditions in addition to causing substantial disruption or interference:**

- Has the effect of insulting or demeaning student or a group of students
- Creates a hostile environment for the student by interfering with the educational process
- Severely or pervasively causing physical or emotional harm to students

## **Motivation for HIB behavior:**

- Any actual or perceived characteristic
- Examples: race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, mental/physical/sensory disability or any other distinguishing characteristic(s)

## **Types of Behaviors include:**

- Any gesture
- Any written, verbal or physical act
- Any electronic communication
- Can be a single incident or series of incidents

## **Location of Incident:**

- On school property
- At school sponsored function
- On a school bus
- Off school grounds (including cyberspace)



# Types of H.I.B. Behaviors

- **Physical** – pushing, kicking, punching
- **Verbal** – name-calling, put downs, threats
- **Social/Relational** – ignoring, excluding, spreading rumors, dirty looks, gestures, telling others not to be friends with victim
- **Cyber** - sending insulting messages and/or pictures electronically (e-mail, text, Snapchat, Instagram, Twitter, video games, Google Hangout, Facebook)



# Conflicts vs. Bullying

- **Conflict** is considered mutual, meaning everyone is evenly involved in disagreement. Can include name-calling, threats and other conduct
- **Bullying** on the other hand, involves one or several people (the bullies) intentionally committing a mean or violent act against another person(s) or group of people (the victims)





# Students with Disabilities

- Students with Disabilities In many cases, these behaviors are not intentional acts of defiance, but **rather manifestations of the student's disability**.
- This is why it's critical for educators to be **aware of a student's disabilities** and to have strategies in place to address behavioral challenges appropriately...
  - IEP/504 Interventions
  - BCBA Interventions
  - Counseling Interventions



# Board Policies related to HIB

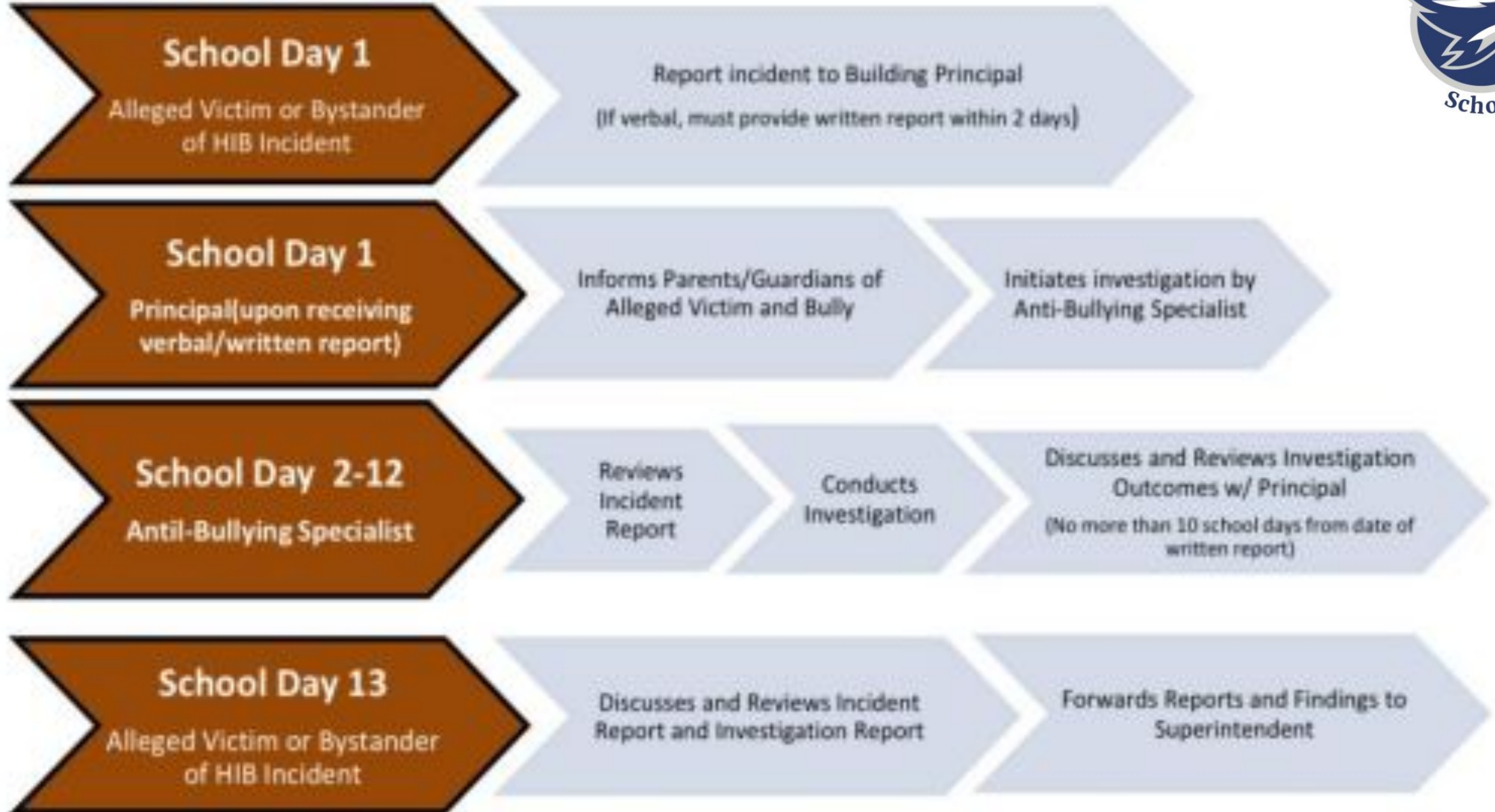
[www.mmace.com](http://www.mmace.com)

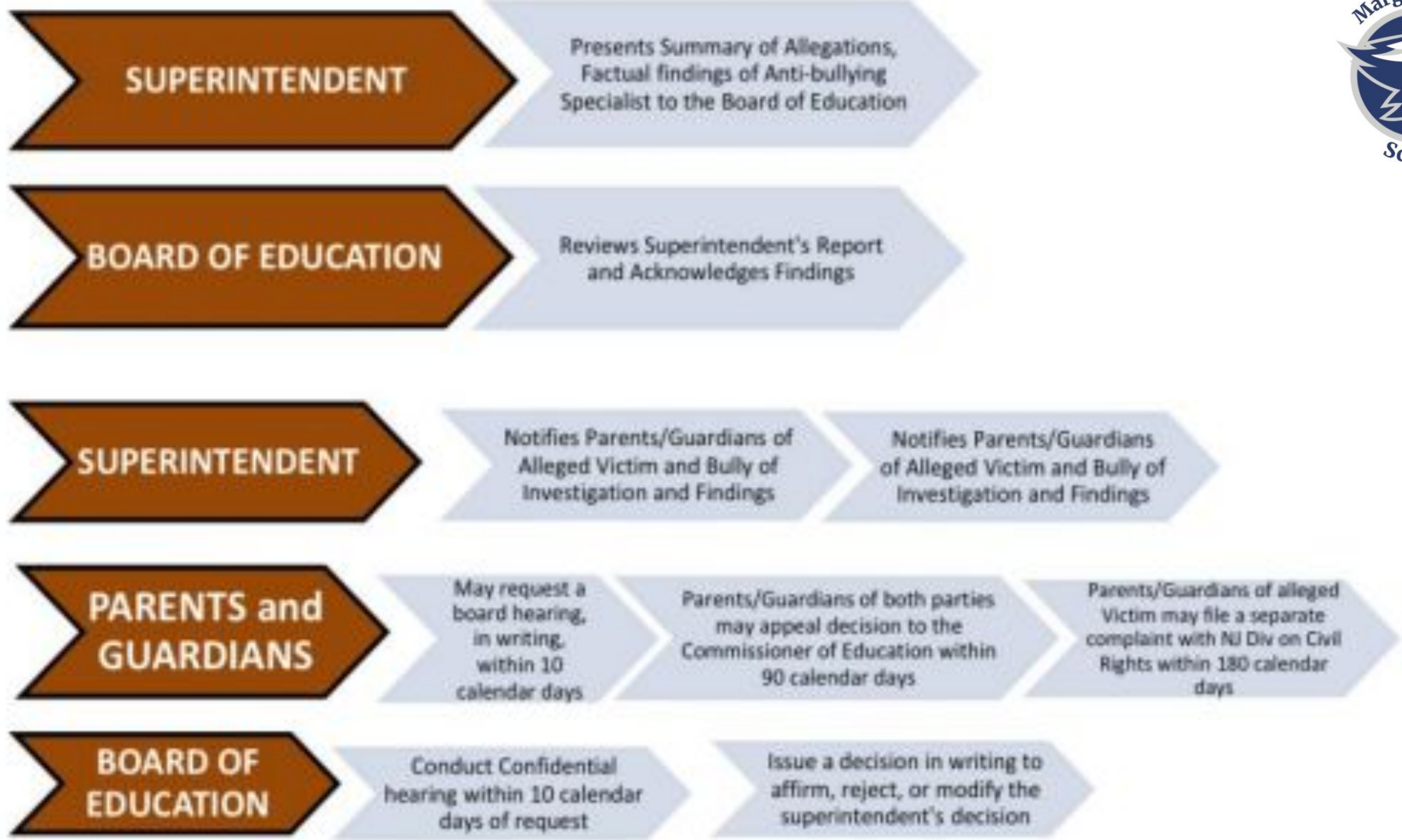
POLICY 5512 HIB

POLICY 5600 STUDENT DISCIPLINE/CODE OF CONDUCT

REGULATION 5600 STUDENT DISCIPLINE/CODE OF CONDUCT

# Investigation Flowchart







# HIB Incident Report Form

Found on district website under Forms and Links & H.I.B.

## [HIB Incident Report Form](#)

To report an alleged H.I.B. incident, complete this form and email/return to the principal

# Reporting Procedures

## Retaliation/False Accusations



- Engaging in retaliation, or false accusation against a victim, witness, one with reliable information, or any other person who has reliable information about an act of H.I.B. or who reports an act of H.I.B. is prohibited.
- False accusations includes manipulation of reporting material (text messages, images) and/or Omission of reporting information
- All suspected acts of retaliation will be taken seriously and appropriate responses (consequences and/or remedial actions) will be made.





# Investigation Findings

Superintendent informs parents/guardians of all students involved in incident:

- Nature of investigation
  - Evidence found
  - Discipline imposed and/or services provided
  - Parent can request BOE hearing to discuss these issues in executive session at any time
- \* In accordance with Federal and State law and regulation



# Anti-Bullying Team

- North Wildwood Board of Education
- Mr. Philip Schaffer - Superintendent of Schools
- Mrs. Carolyn Morey - District Anti-Bullying Coordinator
- Mrs. Patricia Donlan – Principal
- Ms. Alison Dardine - Anti Bullying Specialist
- Culture Climate/School Safety Team- Members include Principal, Anti-Bullying Coordinator, Anti-Bullying Specialist, Teacher and a Parent





# District Responsibilities

## Prevention and Intervention

### School district shall:

- Report all acts of H.I.B. to BOE two times per year at public portion of BOE meeting
- Post DOE grade of each school and district on website of school and district
- Post names and contact information of ABC and ABS on district website
- Disseminate H.I.B. policy to staff and parents
  - H.I.B. policy / procedures on website
  - H.I.B. instruction to students

# Staff Responsibilities

## Prevention and Intervention



### **School Level:**

- Assemblies
- Peer to Peer Activities
- Parent and staff programs
- Supervision and monitoring
- Clubs
- Theme Days/Spirit Week
- Fundraisers

### **Positive Culture Initiatives**

- 6 Pillars of Character- Schoolwide Character Education
- Student of the Month
- Positive Behavior Reward System – Mace Money & School Store



# H.I.B. Home Prevention/Initiatives

## **T.E.A.M. Approach to HIB Prevention:**

Teach, Enforce, Advocate, Model Appropriate and Positive Engagements

## **Help Kids Understand H.I.B.**

What is it?

How to be assertive?

Help others & How to get help?

## **Keep the Lines of Communication Open**

Encourage Kids to Do What They Love

Model How to Treat Others with Kindness and Respect

# HIB District Contacts



Carolyn Morey, Anti-Bullying Coordinator – 609-522-1454 x 611 – [cmorey@mmace.com](mailto:cmorey@mmace.com)

Alison Dardine, Anti-Bullying Specialist - 609-522-1454 x 646 -[adardine@mmace.com](mailto:adardine@mmace.com)

## **Additional Resources**

- Centers for Disease Control and Prevention: Violence Prevention
- Collaborative for Academic, Social, and Emotional Learning (CASEL)
- PACER's National Bullying Prevention Center: Information for Parents webpage
- SAMHSA: For Parents and Caregivers of Children
- StopBullying.gov
- Very Well: Protecting Your Child From Bullying in School