

## Top 10 Tips

- 1) Know the “protected classes.”
- 2) Not all “bad behavior” is HIB. It could be conduct unbecoming or conflict.
- 3) Choose your words carefully. You are a role model.
- 4) Be proactive in letting children know that you are a trusted adult.
- 5) Watch for the “hot spots” in your building and pay attention to areas where kids gather.
- 6) Bullying thrives on silence.
- 7) Keep your eye on the target.
- 8) You can’t judge a bully by its cover.
- 9) Your words and actions are powerful.
- 10) Be positive and show you care.

## Resources

- For concerns or information, contact your building principal or ABS.
- Information regarding the full Board-approved policy on Harassment, Intimidation and Bullying can be found on our website at [www.sbschools.org](http://www.sbschools.org).

Motivated by a  
characteristic  
+  
Location  
+  
Intent  
(a “reasonable person”  
and/or effect

**HIB**

South Brunswick School District  
PO Box 181  
Monmouth Junction, NJ 08852  
(732) 297-7800

## South Brunswick School District



## Guide to: The Anti- Bullying Bill of Rights Act Harassment, Intimidation and Bullying (HIB)



## Introduction

New Jersey's Anti-Bullying Bill of Rights Act was signed into law on January 5, 2011. The provisions of this law took effect on September 1, 2011. Within the latest revision of the law, there are several requirements.

## Definition

### What is HIB?

"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:

- 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;

### AND THAT

- 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, that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils;

### AND THAT

- 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

(Definition Continued)

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 pupil or group of pupils;

### 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 pupil.

## Requirements

### Every school district must:

- Adopt a harassment, intimidation, and bullying policy in compliance with the Act.
- Appoint roles that have specific statutory responsibilities: District Anti-Bullying Coordinator; School Anti-Bullying Specialists; and School Safety/Climate Teams.
- Provide training to current and new school employees, volunteers and contracted service providers who have significant contact with pupils.
- Create and implement a reporting procedure and an investigation procedure.
- Provide prevention programs to create a climate of respect. Annual observances include: "Week of Respect" and "School Violence Awareness Week."

## Parent Responsibilities

### What's a parent to do?

- Educate yourself on the law.
- Help your child if he/she is the target of a bully.
- Work with the school if your child is a bully in order to help your child.
- Encourage your child to be an "upstander."
- Report all acts of harassment, intimidation, or bullying to the building principal on the day of the incident (witnessed, heard, or reported to you).
- Have open communication with your child.

## Staff

## Reporting

### What's a staff member to do?

#### Step 1:

Verbally report the incident to the school principal on the same day that it occurred or when reliable information is received.

#### Step 2:

Within two school days, file a written report to the school principal describing the incident.