




**VALLEY ROAD
SCHOOL
A BULLY FREE SCHOOL**

WHAT IS HARASSMENT, INTIMIDATION AND BULLYING (H.I.B.)?

"Harassment, intimidation or bullying" means any gesture, any written, verbal or physical act, or any electronic communication ¹, whether it be a single incident or a series of incidents,¹ that is reasonably perceived as being motivated either 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, that takes place on school property, at any school-sponsored function,¹ on a school bus ¹, or off school grounds as provided for in section 16 of P.L. __, c. (C. __) that substantially disrupts or interferes with the orderly operation of the school or the rights of other students¹ and that:

- a. a reasonable person should know, under the circumstances, 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;
 - b. has the effect of insulting or demeaning any student or group of students or
 - c. creates a hostile ¹educational¹ environment for the student
 - d. by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student¹.
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FOUR TYPES OF BULLYING:

- Physical
- Verbal (such as name calling)
- Social (such as spreading rumors)
- Cyber-bullying (Facebook, Formspring, Texting)



formspring



WHAT H.I.B. IS **NOT**:

- An argument between two peers.
- Occasional name calling between peers.
- Occasional physical fights.



WHO IS INVOLVED IN BULLYING?

- The bully
- The victim
- The bully-victim
- The bystander



THE VICTIM

- Can be sensitive
- Can have few friends/lack social skills
- Can be sad/have low self esteem
- Does not defend him/herself
- Sends out signals that they will not retaliate



THE BULLY-VICTIM

- Is both the bully and victim.
- Typically caught as bullies without others having an appreciation/understanding for their status as a victim.




THE BYSTANDER

- Is a witness or is aware of the bullying.
- Could follow the bully's example and help to victimize other students.
- Tends to be passive and not speak up.
- May be fearful of becoming the bully's target if they stand up to them.
- May blame the victim.



CONSEQUENCES FOR BULLIES:

- May lose friends.
 - May lose respect from students and teachers.
 - Severe consequences (detention, in/out of school suspension, expulsion and police involvement).
 - **All** students who are caught bullying, intimidating or harassing another student or students will receive severe consequences.
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WHAT YOU CAN DO....

- **NEVER** bully, harass or intimidate another student.
- **Stand up** to someone who is bullying another student.
- **Help** a victim if they are being bullied.
- **Report** to an adult **ANYTIME** that you see someone being bullied.
- **YOU** have the power to keep bullying out of our school!



HOW THE REPORTING AND INVESTIGATION PROCESS WORKS

- All acts of harassment, intimidation, or bullying shall be reported verbally to the school principal on the same day when the school employee or contracted service provider witnessed or received reliable information regarding any such incident. The principal shall inform the parents or guardians of all students involved in the alleged incident, and may discuss, as appropriate, the availability of counseling and other intervention services. All acts of harassment, intimidation, or bullying shall be reported in writing to the school principal within two school days of when the school employee or contracted service provider witnessed or received reliable information that a student had been subject to harassment, intimidation, or bullying.



HOW THE REPORTING AND INVESTIGATION PROCESS WORKS

- The investigation shall be initiated by the principal or the principal's designee within one school day of the report of the incident and shall be conducted by a school anti-bullying specialist.
- The investigation shall be completed as soon as possible, but not later than 10 school days from the day reported
- The results of the investigation shall be reported to the superintendent of schools within two school days of the completion of the investigation
- The superintendent may decide to provide intervention services, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, impose discipline, order counseling as a result of the findings of the investigation, or take or recommend other appropriate action¹;



HOW THE REPORTING AND INVESTIGATION PROCESS WORKS

- The results of each investigation shall be reported to the board of education no later than the date of the board of education meeting next following the completion of the investigation, along with information on any services provided, training established, discipline imposed or other action taken or recommended by the superintendent.
- Parents or guardians of the students who are parties to the investigation shall be entitled to receive information about the investigation, in accordance with federal and State law and regulation, including the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether discipline was imposed or services provided to address the incident of harassment, intimidation, or bullying.
- This information shall be provided in writing within 5 school days after the results of the investigation are reported to the board. A parent or guardian may request a hearing before the board after receiving the information, and the hearing shall be held within 10 days of the request. The board shall meet in executive session for the hearing to protect the confidentiality of the students. At the hearing the board may hear from the school anti-bullying specialist about the incident, recommendations for discipline or services, and any programs instituted to reduce such incidents





- Stand up, speak up and stick up for peers, friends and victims
- Please help our school to be a **BULLY FREE SCHOOL!**
- If you have any questions, concerns or want to report an incident of bullying, please go to the main office or the guidance office **ASAP!**



NO H.I.B AT VALLEY ROAD SCHOOL!



It's the LAW!!

