

Stanhope Public School District
HIB (Harassment, Intimidation and Bullying) Awareness Sign-Off Form

On January 6, 2011 Governor Christie signed the Anti-Bullying Bill of Rights. This law went into effect on September 1, 2011. The law prohibits harassment, intimidation and bullying. It defines bullying, clarifies responsibility for conduct away from school grounds, creates a school safety team and requires that each school have an Anti-Bullying Specialist and Anti-Bullying Coordinator. The law requires procedures for an investigation, reporting, discipline and any appeals. The law addresses the following types of behavior including any type of gesture, any written, verbal or physical act, or any electronic communication. They can be a single incident or a series of incidents.

The definition: HIB means any gesture, any written, verbal or physical act, or any electronic communication 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 handicap, or by any other distinguishing characteristic, that takes place on school property, at any school sponsored function or on a school bus and that:

- a) A reasonable person should know, under the circumstances, that the act(s) of HIB will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his person or damage to his property; or
- b) Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.

HIB will be reported if it causes such a substantial disruption or interference and has the effect of insulting or demeaning a student or group or creates a hostile educational environment by interfering with a student's education or severely or pervasively causing physical or emotional harm to a student.

If a staff member, coach, volunteer or employee of the Stanhope Public School District witnesses an act that is considered HIB, he/she shall report it to the Principal on the same day that it occurs. The Principal will inform all parents/guardians involved. An investigation will occur one day after the verbal disclosure. The Anti-Bullying Specialist will perform an investigation (others may assist) and a report will be presented to the Principal within 10 days from the reported date. Once the investigation is completed, the Principal will forward a report to the Superintendent within 2 days. The Superintendent may recommend intervention services, training programs, impose discipline and order counseling. After completion of the investigation, the Superintendent will report to the Board of Education at the next scheduled meeting.

The law provides due process for both the alleged accused and the alleged victim(s). Parents/guardians of all parties have the right to receive information within 5 days after the results of their investigation are given to the board. After receiving the information, parents/guardians may request a hearing within 10 days.

A detailed HIB policy may be viewed online at <https://www.stanhopeschools.org/HIB>