

Understanding the Anti-Bullying Bill of Rights

Wallington Public Schools



What is HIB?



HIB means any gesture, verbal, written, or physical act, or electronic communication, whether it be a single incident or a series of incidents, that **MUST** meet ALL of the following conditions:

- Is reasonably 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
- Takes place on school property, at any school sponsored function, or off school grounds as provided by section 10 of P.L. 2010, c 122;
- Substantially disrupts or interferes with the orderly operation of school or the rights of others

What is HIB (continued)



To meet the definition of HIB, the action must also meet at least one of the following 3:

- 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/her person or damage to his/her property;
- Has the effect of insulting or demeaning any student or group of students;
- 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.

The Anti-Bullying Specialist



- Chairperson of the School Safety Team
 - Point person for any HIB investigation - in cooperation with building administration
 - Assists the principal in determining responses to be implemented
 - Assists in the assessment of HIB policy and programming
 - May engage staff in anti-HIB programming and activities
 - Manages any school safety committee meetings
 - Facilitates reports on any investigation and communicates with administration

School Safety Team



Every school in a district must have a School Safety Team, consisting of: Anti Bullying Specialist, Principal, teacher in the school, parent of a school student, and other members of the school community as determined by the principal. Each team:

- Meets at least twice per year
- Reviews complaints of HIB of students that have been reported
- Receive information on investigation reports of affirmed and unaffirmed HIB
- Work to identify and address patterns of HIB
- Review ongoing systemic practices of the school to ensure positive school climate
- Review HIB data to make recommendations for future action

What is a Conflict? What is a HIB?

Conflict	HIB
“Mutually” competitive or opposing action	Action is one-sided
Includes disagreements, arguments, and fights	One or more students are victims of one or more person’s aggression.
A normal part of growing, maturation, and actualization.	Intended to physically or emotionally hurt someone.

Reporting Procedures - Staff, Students, and Parents

Staff

- Staff should report potential HIB to the ABS or an administrator immediately.
- ABS will file a report based on the staff report OR staff may fill out a report personally.
- ABS will review any reports with Principal and conduct the investigation.

Students

- May report any potential HIB to the ABS or to any staff member. Staff members are then required to report to the Principal and/or ABS.
- Students (and parents) may report anonymously if they wish.

Investigation Timelines



1. Upon notification of a potential HIB, Principal notifies parents of accused and victim (within 24 hours)
2. ABS begins investigation within 24 hours of the report.
3. Investigation can take up to 10 school days to complete.
4. Results of the investigation are forwarded to the Superintendent of Schools (within two days of the completion of the investigation)
5. Superintendent reports the results of the investigation to the Board of Education in closed session at the next regularly scheduled meeting.

Investigation Timelines Continued



1. Parents of accused and victims are notified of the outcome within 5 days of the Board Meeting.
2. Parents may request a confidential hearing before the Board of Education.
3. Board may choose to affirm, reject, or modify any decision after the hearing.
4. Board's decision may be appealed to the Commissioner of Education within 90 days.
5. Parents may also file complaints to the NJ Division on Civil Rights within 180 days of the incident.
6. Executive County Superintendent Investigation: ECS may investigate a complaint of a violation by a school or district when the complaint is not adequately addressed on the school level.

For More Information



Please contact your school principal, your school Anti Bullying Specialist (ABS), your district Anti Bullying Coordinator, or the Superintendent of Schools for more information.

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Maria Mangieri - FWG Anti-Bullying Specialist - mangieri@wboe.org

Jacklyn Schwartzer - Jefferson Annex Anti-Bullying Specialist - schwartzzer@wboe.org

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To access to the NJDOE resources and timelines, click [HERE](#):