

HARASSMENT, INTIMIDATION AND BULLYING (HIB)

PARENT'S RESOURCE



WEST ORANGE PUBLIC SCHOOLS

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WHAT IS HIB?

“Harassment, intimidation or bullying” is defined as any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, 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 ground, at any school-sponsored function or on a school bus, or off school grounds, in accordance with law, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students, 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/her person or damage his/her 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 the student’s education or by severely or pervasively causing physical or emotional harm to the student.

“Electronic communication” means a communication that is transmitted by means of an electronic device, including, but not limited to a telephone, cellular, phone, computer, or paper.



WHAT ARE THE DIFFERENT TYPES OF BULLYING?

- Physical (pushing, shoving, kicking)
- Verbal (teasing, taunting, insulting, threatening, using sarcasm)
- Relational (gossip, rumors, and social exclusion)
- Cyber (through e-mail, texting, posting videos)

CONFLICT VS HIB

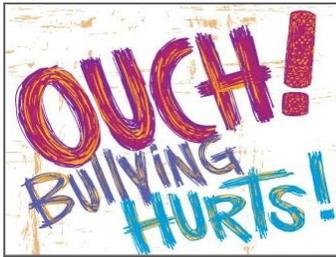
Conflict	HIB
What happened was by accident or a bad choice	What happened was on purpose
There is no specific reason why the child is being targeted. The students are friends or usually get along	Something specific about the student is the reason why he/she is being targeted
Remorseful, takes responsibility, makes effort to address problem	No remorse, blames victim, discounts target’s point of view

SCHOOL PREVENTION EFFORTS

- *Character Education Program: respect, trustworthiness, caring, responsibility, fairness and citizenship*
- *Lessons from “Connected and Respected”*
- *Lessons from NJ State Bar’s Anti-Bullying Program*
- *Week of Respect & School Violence Awareness Week*
- *Teacher training and implementation of strategies to change school climate*
- *“Words of Wisdom” Daily messages of good character, tolerance and collaboration during morning announcements*

HOW CAN I SUPPORT MY CHILD IF HE OR SHE IS BULLIED AT SCHOOL?

- Avoid blaming your child
- Listen, gather information, show empathy, and support
- Encourage your child to keep telling your and other adults at school, advocate for your child and report to school
- If your child is isolated, help make connections through activities, hobbies, or clubs
- Help your child to see that the cruel behavior was a choice made by those who bullied and not something that he or she caused.



HOW CAN I TALK WITH MY CHILD IF HE OR SHE BULLIES SOMEONE ELSE?

- Help your child to tell you exactly what they did without excuses or blaming others.
- Remember that your child made a choice to do what they did
- Encourage them to talk about how that behavior affected the other person
- Find out the goal he/she was trying to reach through hurting the other person—Power? Attention? Fun? To be left alone?
- If your child has been punished at school, it will probably not be necessary to punish him again at home (unless behavior was severe)
- Encourage your child to behave better next time and to treat others with respect
- Have open communication with your child.

WHAT CAN PARENTS DO?

- Monitor computer use
- Increase relations and communication with children
- Expect and demand adequate school action
- Report incidents to school and encourage your children to speak up about bullying
- Ask your child how they are treated at school
- When your child speaks badly of another student, gently express discomfort and empathy for the scorned child, discourage retaliation
- Never ignore bullying, don't walk by; if you can't intervene directly, report it.
- Empathize with your child and don't just tell them to ignore it if they are being bullied
- Support bullied kids in every possible way
- Be consistent and fair with discipline, show warmth and spend time with children
- Limit exposure to violent media
- Provide praise that includes what they did and what positive results their actions have (ex. You studied so hard that you got an A. I am so proud of you)
- Encourage your child not to be a bystander but to be an "upstander" and stand up for themselves and others and not to laugh or join in with bullies
- Teach tolerance, teach empathy and patience

RESOURCES

www.stopbullying.org
<http://girlshealth.gov/parents/parentsbullying/index.cfm>
www.parentsagainbullying.com
<http://kidshealth.org/parent/emotions/behavior/bullies.html>



What should I do if I suspect someone is being bullied?

Complete an **HIB Determination Form** and turn it in to an Anti-Bullying Specialist.

HIB Determination Forms can be found on the district website. Please go to "For Parents" and then "Anti-Bullying Information and Resources".

School	Name	Extension
Gregory School 973-669-5397	Makeida Hewitt Sarah McIntosh	21511 21601
Hazel Ave. School 973-669-5448	Leila Tirado Smith	22601
Mt. Pleasant School 973-669-5480	Lisa Struncis	23600
Kelly School 973-669-5452	Florence Chirichiello	24601
Redwood School 973-669-5457	Rebecca Beutel	25601
St. Cloud School 973-669-5393	Tara Donatiello	26601
Washington School 973-669-5385	Rene Wells	27601
Edison MS 973-669-5360	Pamela Halstead-Stewart	28603
Liberty MS 973-243-2007	Lauren Volpe Stephanie Nesbitt	29603 29601
Roosevelt MS 973-669-5373	Michelle Ellingham Karen Peyragrassie	30602 30604
West Orange HS 973-669-5301	Amadeo Chirichiello Keishia Golding-Cooper	31552 31557