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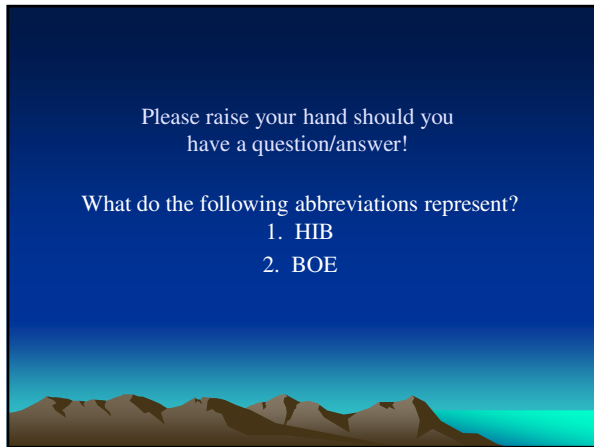
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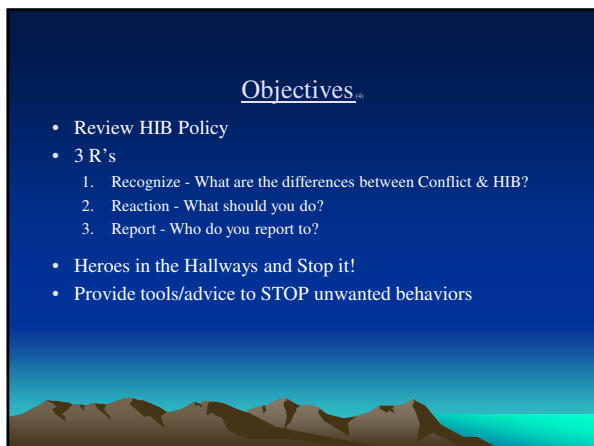
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## HIB Policy Statement

Westampton B.O.E.

1. Prohibits acts of HIB
2. A safe and civil environment in school is necessary for pupils to learn and achieve high academic standards
3. HIB disrupts a students ability to learn and a school's ability to provide a student a safe and disciplined environment.
4. Treat other with civility and respect, and refuse to tolerate harassment, intimidation, or bullying.



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## HIB Definition

(Slide 1 of 2)  
Westampton B.O.E.

"Harassment, intimidation or bullying" means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that:

1. 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] disability; or
2. By any other distinguishing characteristic; and that
3. 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



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## HIB Definition

(Slide 2 of 2)  
Westampton B.O.E.

4. a ... person should know ... will have the effect of physically or emotionally harming a student .... or placing a student in reasonable fear of physical or emotional harm... [or]
5. has the effect of insulting or demeaning any pupil or group of pupils; or
6. creates a *hostile* educational environment for the student by interfering with a student's education or by ... causing physical or emotional harm to the student.



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## HIB “OFF” School Grounds

This Policy ... of alleged HIB occurring off school grounds when:

1. The alleged H.I.B. has substantially disrupted ... the orderly operation of the school or the rights of other pupils...
2. A ... person should know ... will have the effect of physically or emotionally harming a student or, ... placing a student in reasonable fear of physical or emotional harm ...
3. Has the effect of insulting or demeaning any pupil or group of pupils; or
4. Creates a hostile educational environment for the student ...

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## Conflict or HIB? (Recognize)

### Conflict

- “Mutual”- Two Way!
- Includes disagreements, arguments, and fights.
- A normal part of growing up and of life.

### HIB (Bullying)

- HIB is one-sided
- One or more students are victims of an aggression.
- The intent is to physically or emotionally hurt someone.

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## What is a “good” Reaction?

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### "Good" (Reaction)

1. Keep calm
2. Look the offender in the eyes
3. Use a "loud" voice to get the attention of an adult
4. Speak clearly and deliberately.
5. Use a "You" / "I" statement.
  - You are poking me. I don't appreciate it. Stop poking me!
  - You are insulting me. I am getting angry. Stop saying that!
6. Ask a question. (Do you realize you just banged into me?)
7. Tell a trusted ADULT!
8. Option: Leave the area immediately and inform and adult!

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What is a "bad" reaction?

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### "Bad" (Reaction)

1. Ignore unwanted behavior
2. Retaliate with insults/bad language/physical force
3. Threaten the other person(s)
4. Blaming yourself
5. Pretend "it" never happened

Suggestion: Don't be "friends" with someone who insults you or those around you, or gets people in trouble!

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Reporting (1 of 2)

- Tell a Trusted Adult Immediately (Parent/Teacher)
- Use the STOP!T app
- Heroes in the Hallway
- Write down everything you remember  
(Date, time, place, witnesses, EVERYTHING!)

Advice: Tell the truth from the beginning!

Note: You may also report anonymously, but this may not be as effective!

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(Reporting)  
2017 Westampton Township Public Schools 2018

Anti-Bully Specialist  
Ms. Malecki, WMS  
Mrs. Carmichael, Holly Hills School

Anti-Bully Coordinator  
Mr. Andris, WMS Principal

Note:  
Both Schools are Required to have a School Safety Team. One objective of this team is to develop, foster, and maintain a positive school climate!

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Hero in the Hallways

[Hero in the Hallways](#)

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## Pupil (Student) Expectations

(slide 1 of 2)  
Westampton B.O.E.

- Students are expected to behave in a way that creates a supportive learning environment...
- ...it is the responsibility of ...staff ... to help students learn to assume and accept responsibility for their behavior and the consequences for their behavior.



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## Pupil Expectations

(Slide 2 of 2)  
Westampton B.O.E.

The B.O.E. expects students to act in accordance with the pupil behavioral expectations and standards regarding HIB including:

1. Student Responsibilities (Students must conform to reasonable standards of socially acceptable behavior, *respect* the person, property and rights of others; *obey* constituted *authority*, and respond to those in authority);
2. Recognize & Reward good behavior (Renaissance Program)
3. Pupil rights; and
4. Sanctions & due process for violating the Code of Pupil Conduct.



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## Examples of Consequences/Remedial Measures

<u>Consequences</u>	<u>Remedial Measures</u>
<ul style="list-style-type: none"><li>• Removal from classroom</li><li>• Loss of privileges</li><li>• Detention</li><li>• In-school suspension</li><li>• Out-of-school suspension</li><li>• Report to police/other legal action</li><li>• EXPULSION</li></ul>	<ul style="list-style-type: none"><li>• Parent Conferences</li><li>• Restitution and restoration</li><li>• Behavior management plan (BIP)</li><li>• Involve school disciplinarian</li><li>• Pupil Counseling, Treatment, Therapy</li><li>• ALTERNATIVE PLACEMENT</li></ul>



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### Failing to Act

(Consequences for Administration)

- A school administrator (Superintendent, Principal) who receives a report of HIB from a district employee, and fails to initiate or conduct an investigation, or who should have known of an incident of HIB and fails to take sufficient action to minimize or eliminate the HIB, may be subject to disciplinary action.



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### Where Can the H.I.B. Policy be Found?

1. On the homepage of the district's website and distributed annually to parents and guardians.
2. Paper copy available upon request



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### Instruction and the "Week of Respect"

- October - "Week of Respect" (NJ).
- ... must provide age appropriate instruction that focus on preventing HIB.
- *Throughout the school year* the school district must provide ongoing age-appropriate instruction to prevent HIB ...
- Schools must develop a process for discussing the district's HIB policy with students.



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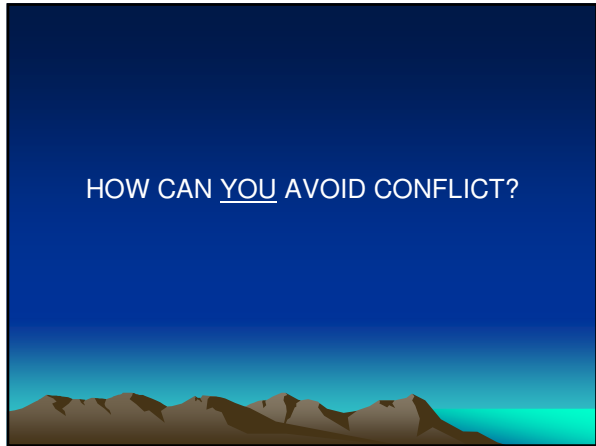
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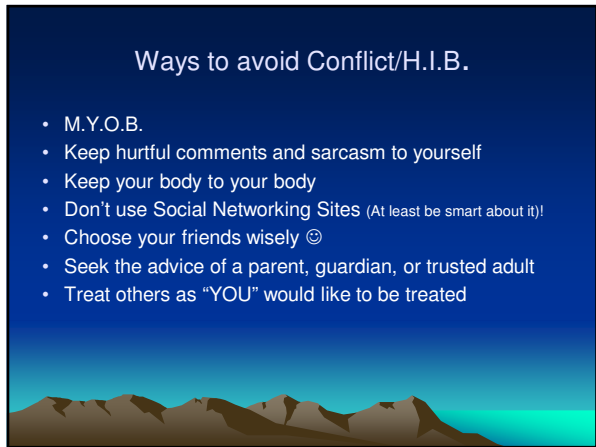
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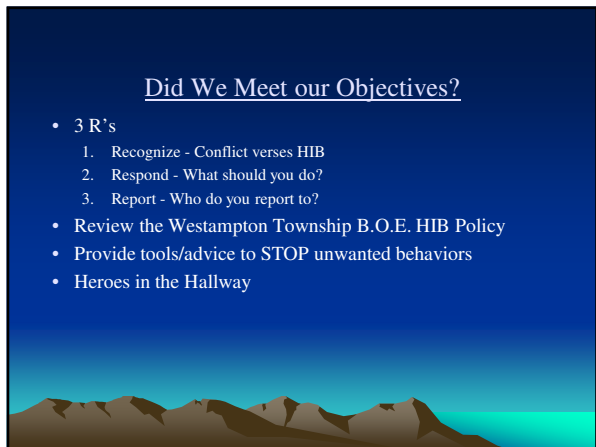
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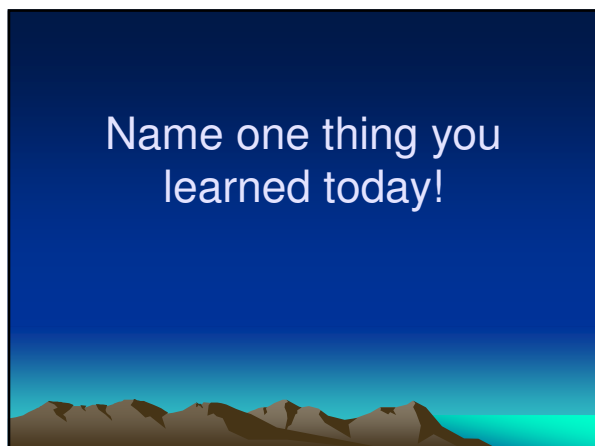
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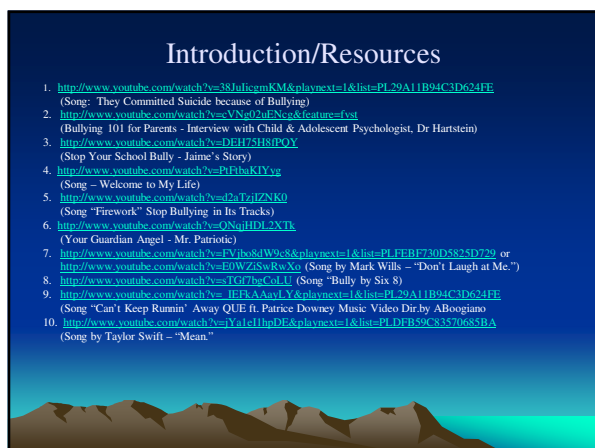
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