


Brookside Elementary School

Harassment, Intimidation, and Bullying Quick Reference Guide Anti-Bullying Specialist: Donna Colossi

All four elements are required in order for a HIB determination to be made

<u>Element 1</u>	<u>Element 2</u>
Can the act be reasonably perceived as being motivated by either an actual or perceived characteristic such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity, and expressive or mental, physical or sensory disability or any other distinguishing characteristic?	Does the act substantially disrupt or interfere with the orderly operation of the school or the rights of other pupils?
<u>Element 3</u>	<u>Element 4</u>
<i>Is the act:</i> Physically or emotionally harming? Damaging property? Instilling fear? Insulting or demeaning to a pupil or a group? Creating a hostile educational environment by interfering with the pupil's education?	Is there an imbalance of power? 

-Please note that by law, all reports of Harassment, Intimidation, and Bullying must be investigated following a mandated set of protocol. If you have concern, but are not sure whether a situation is potentially HIB related: please report your concerns to the building principal or school counselor as soon as possible. Please be cautious not to label but rather report behavior.

<u>What Bullying Is NOT</u>	<u>Characteristics of Bullying</u>
Arguments/Conflict Not liking someone Exclusion Teasing Being bossy Rivalry Expressing unpleasant thoughts or feelings regarding others	An imbalance of power Manipulation of a situation Targets others based on differences Feeling superior Insensitive to the feelings/need of others Intolerance of differences Control or dominance over others