



## Monroe Township School District

### Harassment, Intimidation & Bullying (HIB) Parent FAQs

November 18, 2011 update

#### 1. Why does New Jersey have an Anti-Bullying Bill of Rights? Is it only because of student (HIB) at the college level?

In January 2011, the New Jersey Legislature almost unanimously approved the enactment of the 2011 Anti-Bullying Bill of Rights. “In 2010, the chronic persistence of school bullying has led to student suicides across the country, including in New Jersey. Significant research has emerged since New Jersey enacted its public school anti-bullying statute in 2002, and since the State amended that law in 2007 to include cyber-bullying and in 2008 to require each school district to post its anti-bullying policy on its website and distribute it annually to parents or guardians of students enrolled in the district...” (P.L.2010, Chapter 122:25, c-d, pg. 1)

#### 2. What is the 2011 definition of HIB? (pg. 10)

- ✓ any gesture, any written, verbal or physical act, or any electronic communication...
- ✓ single incident or a series of incidents...
- ✓ 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...
- ✓ by any other distinguishing characteristic...
- ✓ takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds...
- ✓ physically or emotionally harming a student or damaging the student's property...
- ✓ placing a student in reasonable fear of physical or emotional harm to his person or damage to his property...
- ✓ effect of insulting or demeaning any student or group of students...
- ✓ substantial disruption or... interference... the orderly operation of the school...
- ✓ creates a hostile educational environment...”

#### 3. What is the new mandated HIB reporting and investigating timeline?

- a. **Verbal report** to Principal on **SAME DAY** HIB occurs.
  - b. **Written report must follow within 2 SCHOOL days.**
  - c. **Anti-Bullying Specialist (ABS) launches investigation within 1 SCHOOL day and complete within 10 SCHOOL days.**
  - d. **Written report by ABS** to Superintendent & Anti-Bullying Coordinator **within 2 SCHOOL days after completing investigation.**
  - e. **Superintendent:**
    - \*\*\*decide next steps for alleged bully & alleged victim
    - \*\*\*report to BOE at next scheduled BOE meeting during Closed Session
    - \*\*\*provide written results to both sets of parents/guardians **WITHIN 5 SCHOOL DAYS**
- AFTER BOE REPORTING:**
- f. **Parents/Guardians:** \*\*\*may request a Closed Session hearing after receiving Supt.'s written results
  - g. **BOE:** \*\*\*issue written report of decision AT NEXT BOE MEETING when there is a parent hearing
  - h. **Parents/Guardians:**
    - \*\*\* may appeal to Commissioner of Education **WITHIN 90 DAYS**
    - \*\*\*may file complaint with NJ Division on Civil Rights, Superior Court, Federal District Court **WITHIN 180 days**

**4. Who notifies parents/guardians when HIB complaint reports are made?  
Who conducts HIB investigations?**

*The Principal or a designee notifies parents of all involved students. The School Anti-Bullying Specialist conducts all investigations, and the Principal may assign other school personnel to assist with investigations.*

**5. How does the District Code of Conduct affect HIB investigations?**

*The District Code of Conduct will be applied at any point during a HIB report or investigation if the Principal of his/her designee determines the need for code of conduct consequences for inappropriate student behavior. The reported HIB investigation will continue and the Superintendent will determine if additional consequences need to be applied.*

**6. What happens to HIB investigation reports and records? Does the statute call for HIB records to follow students throughout elementary, middle, and high school, and on to college?**

*The 2011 Anti-Bullying Bill of Rights requires the Principal and Anti-Bullying Specialist to maintain secured HIB reporting and investigating records at the building level. The Superintendent must also maintain a set of the records at the district level. The current statute does not require HIB student records to be included in a student's permanent school records, or that the HIB records travel with students as they promote within one school district or throughout multiple school districts.*

**7. What kinds of things are the schools currently doing to help build student character and address anti-bullying?**

*There is a comprehensive list of activities posted on the Anti-Bullying webpage on the district website, so please log on for specific information about the ongoing character education and anti-bullying activities taking place in the district:*

<http://monroenj.schoolwires.com/85310106141417320/site/default.asp?853Nav=|&NodeID=637>

*Other activities include:*

- District-wide parent HIB training sessions
- Ongoing staff training sessions
- Ongoing student training sessions and assembly programs
- Student Anger Management/Support Groups
- In-class character education and anti-bullying lessons by guidance counselors
- Character Education Spirit Days

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<http://www.wral.com/news/local/story/10390079/>

**November 19, 2011**

**Dear Friends of Traumatic Loss Coalition:**

Several days ago an 18 year old high school student in Houston tweeted about her deep emotional pain, depression, and her desire to end her life.

This communication took place over a 6-hour period and she tweeted 144 times. More than 500 individuals followed her twitter account but no one reported the information to anyone that could have intervened. At the end of the six hours the teenager took her life.

Teaching our youth to watch out for each other online will save lives. I would like to share with you **two** very important online resources. Please bookmark these resources for your own future reference and share them with any youth and young adults that you work with in your schools and community programs.

- The first was created by Christopher Gandin Le, MA, Founder and CEO of EmotionTechnology. Chris Le is a leading expert in **the use of social media for *suicide prevention and postvention***. This resource is entitled ***Concerned for Someone Online?*** It shows how to get help for a friend or even a stranger who has posted something on a major networking site that indicates they are at risk and in need of help.

<http://www.emotiontechnology.com/concerned-for-someone-online/>

- The second is ***The National Suicide Prevention Lifeline Online Postvention Manual***. When implementing postvention strategies in a community or school in the aftermath of a suicide it is important to ensure that postvention initiatives also target existing online communities. Youth often set up memorial pages for the deceased and post condolence messages and expressions of grief. They also post memorial messages on the deceased's Facebook wall. This manual illustrates how to use Facebook and other social networking to assist youth in the grieving process as well as a forum in which to disseminate suicide prevention messaging. It encourages schools and communities to enlist parents and youth in using various social network sites to post resources for others who may be struggling with depression and thoughts of suicide.

***National Suicide Prevention Lifeline*** has a suicide hotline number ***1-800-273-TALK (8255)***.

[www.sprc.org/library/LifelineOnlinePostventionManual.pdf](http://www.sprc.org/library/LifelineOnlinePostventionManual.pdf)

- The third resource is the ***The 2<sup>nd</sup> Floor*** NJ's confidential and anonymous helpline for youth and young adults. The 2<sup>nd</sup> Floor has been recently credentialed by the *American Association of Suicidology*.

***2<sup>nd</sup> Floor Helpline 888-222-2228***

Additionally, youth and young adults can access helpful information on the website and post messages on the message board and receive information from the 2<sup>nd</sup> Floor staff and peers.

<http://www.2ndfloor.org/>

Please visit our website for other helpful information: <http://ubhc.umdnj.edu/brti/TLC.htm>

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