

Harassment, Intimidation and Bullying (HIB)

Bi-Annual Report
Monroe Township School District
February 19, 2020

Reporting Periods

- January 1 - June 30 (Reporting Period #1)
- July 1 -December 31 (Reporting Period #2)
- Superintendent shall report to the Monroe Township Board of Education all acts of harassment, intimidation, or bullying (HIB) which occurred during the previous reporting period.
- This report is reporting period #2 - July 2019- December 2019

HIB Definition

HIB 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:

- Is reasonably perceived as being motivated either by an 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 on a school bus; or off school grounds, as provided for in *N.J.S.A. 18A:37-15.3*,
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
- 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 person or damage to his property; or
- Has the effect of insulting or demeaning any student or group of students; or
- 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.

Investigators - HIB Specialists

Applegarth School - Ania Shanholtzer

Barclay Brook - Brittney Ragusa

Brookside - Donna Colossi

MTHS- Cathy Ielpi, Doreen Mullarney

Mill Lake - Madyson Hawes

MTMS- Dana Oberheim, Frances Schwartz

Oak Tree- Lauren Colflesh

Woodland - Jamie Newcomb

District Data
July 2019 - December 2019

- **16 Reports of HIB**
- **14 Founded**
- **2 Unfounded**

Founded HIB Incidents - July 2019 - December 2019

School	Total
Applegarth	0
Barclay Brook	0
Brookside	0
Mill Lake	0
MTHS	6
MTMS	8
Oak Tree	0
Woodland	0
Grand Total	14

**Nature of HIB Based on Protected Categories and
Distinguishing Characteristics (founded and unfounded)**

Distinguishing Characteristic	High School	Middle School
Race/Ethnicity	1	0
Color	0	0
Religion	2	0
Ancestry	3	0
Gender	1	0
Sexual Orientation	0	3
Gender Identity	0	1
Medical Condition	0	0
Disability	2	1
Appearance	6	4
Other	0	2

Victim Ethnicities

Black	1
White	13
Asian	3
Hispanic	1
2 or more Races	1

SCHOOL	HIB Programs, Approaches or Other Initiatives (MAX = 15)	Training on the BOE-Approved HIB Policy (MAX = 9)	Other Staff Instruction and Training Programs (MAX = 15)	Curriculum and Instruction on HIB and Related Information and Skills (MAX = 6)	HIB Personnel (MAX = 9)	School - Level HIB Incident Reporting Procedure (MAX = 6)	HIB Investigative Procedure (MAX = 12)	HIB Reporting (MAX = 6)	School Grade (MAX = 78)
MONROE TOWNSHIP HIGH SCHOOL	12	9	13	6	8	6	11	6	71
BARCLAY BROOK SCHOOL	14	9	14	6	9	6	12	6	76
MONROE TWP MIDDLE SCHOOL	14	9	15	6	8	6	12	6	76
WOODLAND ELEMENTARY SCHOOL	15	9	14	6	9	6	12	6	77
MILL LAKE SCHOOL	13	9	15	6	9	6	12	6	76
BROOKSIDE ELEMENTARY SCHOOL	14	9	14	6	8	6	12	6	75
OAK TREE ELEMENTARY SCHOOL	14	9	15	6	9	6	12	6	77
APPLEGARTH ELEMENTARY SCHOOL	14	9	14	6	9	6	12	6	76

DISTRICT GRADE

Discipline and Remediation

- Discipline is determined based upon the code of conduct.
- Remediation is provided for offenders and victims

Remediation



HIB Programs

- Anti-Bullying Bill of Rights (ABR)
- HIB Consequences and Prevention
- Cyberbullying
- Peer Relations and Social Norms
- Parent Education
- Board of Education Training (NJ School Boards)
- Staff Training
- Pro-social Strategies for Bystanders
- Conflict Resolution
- Week of Respect
- HS Challenge Day
- Character Education