

Harassment, Intimidation and Bullying (HIB)

Bi-Annual Report
Monroe Township School District
July 17, 2019

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.**

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 Anti-bullying Coordinator – Laurie McConnell

District Data

January 2019 - June 2019

- **43 Reports of HIB**
- **30 Founded**
- **11 Unfounded**
- **2 Unfounded Inconclusive**

Founded HIB Incidents - January 2019 - June 2019

School	Total
Applegarth	2
Barclay Brook	0
Brookside	0
Mill Lake	1
MTHS	15
MTMS	10
Oak Tree	0
Woodland	2
Grand Total	30

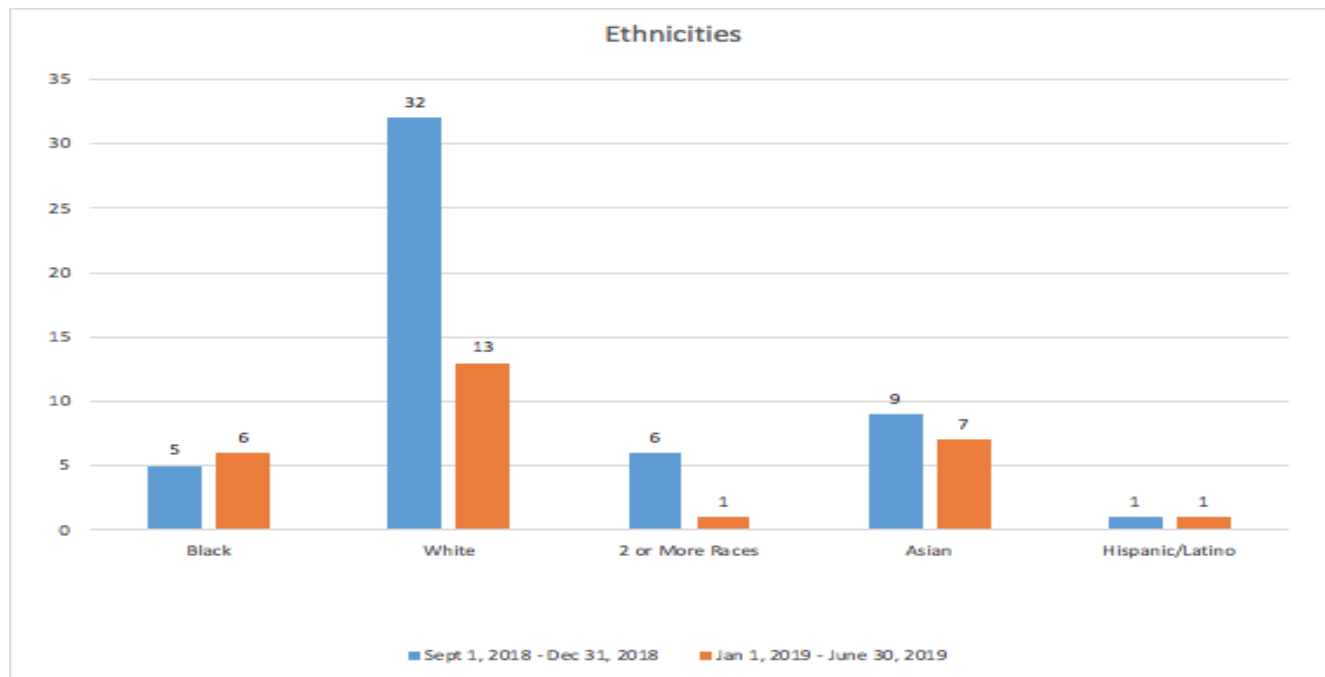
Nature of HIB Based on Protected Categories and Distinguishing Characteristics (founded and unfounded)

Yellow = 7/1/2018 - 12/31/2018

Blue = 1/1/2019 - 6/30/2019

School	Race/Ethnicity	Color	Religion	Ancestry	Gender	Sexual Orientation	Gender Identity	Medical Condition	Disability	Other	Total
High School	4	2	0	0	0	2	0	0	0	0	8
	3	1	2	1	3	3	0	1	2	6	22
Middle School	2	2	1	0	0	3	0	0	1	2	11
	2	1	1	2	1	1	1	0	3	12	24
Applegarth	0	0	0	0	0	0	0	0	0	1	1
	0	0	0	0	0	0	0	0	0	2	2
Mill Lake	2	0	0	0	0	0	0	0	0	2	4
	0	0	0	0	0	0	0	0	0	1	1
Barclay Brook	0	1	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	1	1
Brookside	1	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	0	0
Woodland	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	2	2
Total	9	5	0	0	0	5	0	0	0	5	24
	5	2	3	3	4	4	1	1	5	24	52

Victim Ethnicities

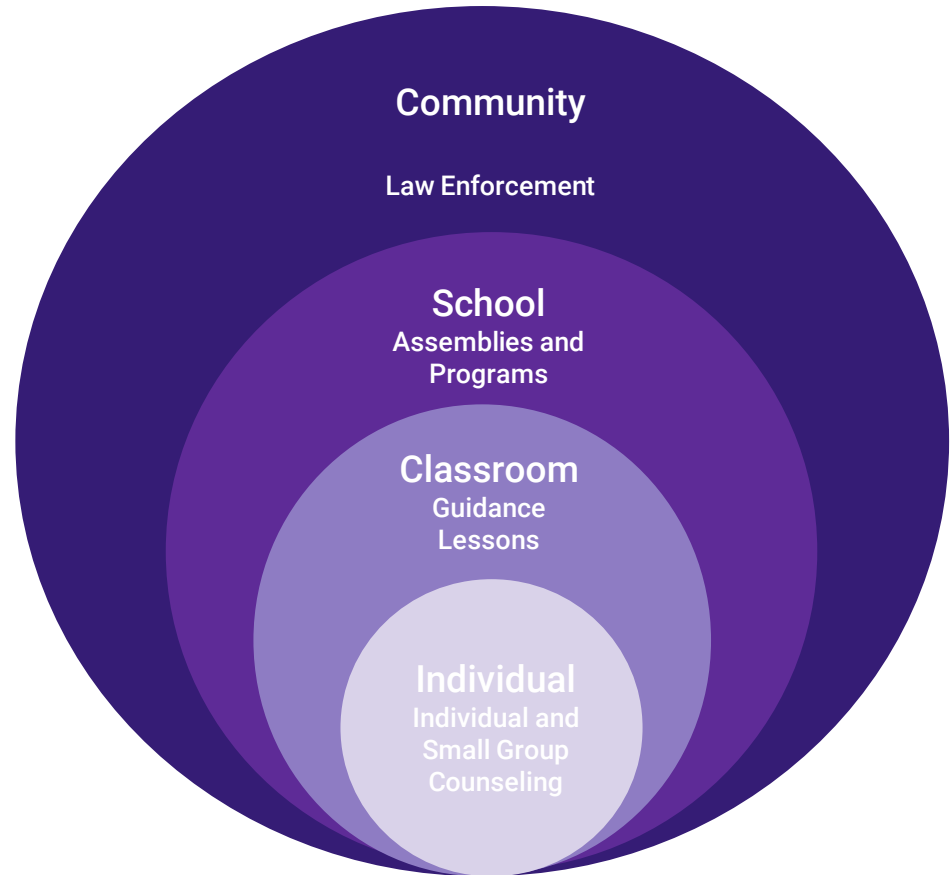


SCHOOL	HIB Programs, Approaches or Other Initiatives (MAX = 15)	Training on the BOE-Approved HIB Policy (MAX = 9)	Other Staff Instruction and Training Programs (MAX = 15)	Curriculum and Instruction on HIB and Related Information and Skills (MAX = 6)	HIB Personnel (MAX = 9)	School - Level HIB Incident 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

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