


# Monroe Township School District

## Harassment, Intimidation, and Bullying Quick Reference Guide

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

<p style="text-align: center;"><b><u>Element 1</u></b></p> <p>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?</p>	<p style="text-align: center;"><b><u>Element 2</u></b></p> <p>Does the act substantially disrupt or interfere with the orderly operation of the school or the rights of other pupils?</p>
<p style="text-align: center;"><b><u>Element 3</u></b></p> <p><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?</p>	<p style="text-align: center;"><b><u>Element 4</u></b></p> <p style="text-align: center;">Is there an imbalance of power?</p> <div style="text-align: center;">  </div>

-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.

<p style="text-align: center;"><b><u>What Bullying Is NOT</u></b></p> <p>Arguments/Conflict          Not liking someone          Exclusion          Teasing          Being bossy          Rivalry          Expressing unpleasant thoughts or feelings regarding others</p>	<p style="text-align: center;"><b><u>Characteristics of Bullying</u></b></p> <p>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</p>
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