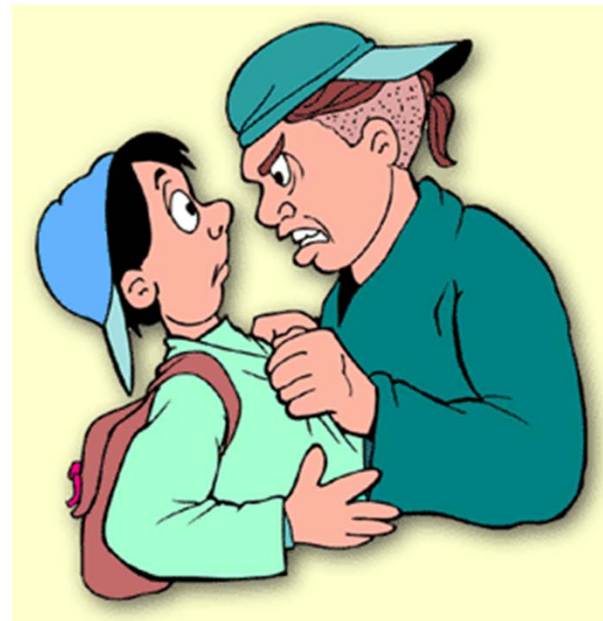


Definition of HIB

Harassment Intimidation Bullying

- Definition of Harassment, Intimidation or Bullying (HIB) has been broadened!



Definition of HIB

- . . . any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single act or a series of incidents, that is 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 disability, or any other distinguishing characteristic, that takes place on school property, at any school sponsored function, or on a school bus, or off school grounds . . . that substantially disrupts or interferes with orderly operation of the school or the rights of other students, and that:

Definition of HIB

- a) 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 emotional harm to his person or damage to his property;

Definition of HIB

- b) has the effect of insulting or demeaning any student or group of students; or
- c) creates a hostile educational environment at school for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

Out of School Conduct

- The recent amendments go to great lengths to address out-of-school conduct that can constitute harassment, intimidation or bullying.



Out of School Conduct



Source: Chris Kasurak



- Specifically, all district policies must include provisions for appropriate responses to harassment, intimidation and bullying that occur off school grounds, “in cases in which a school employee is made aware” of the incident(s), and, *the out-of-school behavior creates a hostile educational environment, or substantially disrupts or interferes with the orderly operation of the school or the rights of other students.*

The responses of the board and administration shall be consistent with those for in-school conduct.

Reporting Requirements

- A) all acts of harassment, intimidation, or bullying are to be reported verbally to the school principal on the **same day** that an employee witnesses or receives “reliable information” regarding an incident
- B) The principal informs all parents or all students in involved in an alleged incident
- C) All acts of harassment, intimidation, or bullying must be reported in writing to the principal within **two (2) days** of when it was witnessed or when “reliable information “ was received.

The School Safety Team

The School Safety Team shall consist of the principal or his designee who, if possible, shall be a senior administrator in the school and the following appointees of the principal:

- A teacher in the school
- A School Anti-Bullying Specialist *Gina Marie Tischio*
- * A School Anti- Bullying Liaison NBTHS *A. Speller*
- A parent of a student in the school
- And other members to be determined by the principal
- The school Anti-Bullying Specialist shall serve as the chair of the school safety team.

The School Safety Team

The School Safety Team shall:

- Receive copies of any complaints HIB of students that have been reported by the principal
- Receive copies of any report prepared after an investigation of an incident of HIB
- Identify and address patterns of HIB of students in the school
- Review and strengthen school climate and the policies of the school in order to prevent and address HIB of students
- Educate the community, including students, teachers, administrative staff, and parents to prevent and address HIB of students
- The members of a school safety team shall be provided professional development opportunities that address effective practices of successful school climate programs or approaches.

Types of Cyberbullying

- **Offensive or insulting messages** – Including harassing messages, racist or other prejudicial messages, personal insults, flaming, and hate mail. Often sent anonymously. One person can make it appear that multiple people are sending hateful messages by using multiple email or IM accounts.
- **Threats** – stating or implying that you will do something to harm someone, or that something hurtful will happen to someone.
- **Griefing** – Harassing another player within an interactive game; the use of avatars depersonalize the behavior. If gaming involves headphones and mics, then the harassment might also be verbal.
- **Rumors/Denigration** – using electronic messaging to put someone down, spread rumors about them. Done through txt and IM, through verbal, photographic or video postings on websites, and in chat rooms.
- **Impersonation** – Pretending to be someone else online. For example, might involve logging onto someone else's account and sending hurtful messages to people on the account friends list, so that all of a person's friends receive insulting messages that they think came from the owner of the account. Usually done by acquiring another's password, or by imitating their screen name. Might involve creating an account in someone else's name, and posting information or photos embarrassing to the alleged account owner. Might involve sending messages or identifying information about someone else to hate groups or to venues likely to contain predators.
- **Photos and Video** – Taking embarrassing photos, uploading photos/video that are embarrassing or without the subject's consent, taking screenshots or downloading photos to forward to unintended recipients, altering photos to make them embarrassing, creating videos to make fun of someone.

Types of Cyberbullying

- **Rating** – usually done on websites, including websites that rate individuals against each other, or websites set up to denigrate specific named individuals. Analogous to “slam books.”
- **Betrayal of Confidential Information** – Betrayal can be intentional, unintentional, or careless. A secret might slip, an ex-friend might not realize that information given in confidence remains confidential after the friendship ends, or a friendship might be faked for the purpose of gathering private information to be used in betrayal.
- **Warning/Warning Wars** – On social networking or gaming sites, falsely reporting another member or player for misbehavior. A “warning war” is when multiple users or players gang up on a single player by falsely reporting that person for misbehavior. Another player might provoke the intended target of the warning war, and when the target responds in anger, “report” the target; the host notices the provoked inappropriate behavior and not the provocation. A host might suspend the account of a user/player who is reported; an email sent to the parents of the suspended user might result in parental punishment whereby the parents become complicit in their own child’s victimization.
- **Sexting** – Typically does not start as bullying, but once a sext is sent, if the sext is then forwarded to others, it becomes photographic bullying, and might result in further verbal and social bullying of the individual who appears in the sext.

Training

- New Law: Each public school teacher must complete at least two hours of instruction on HIB prevention in each professional development period. This is in addition to the two hours of instruction in suicide prevention