

Wildwood Crest School District

Harassment, Intimidation, & Bullying
Informational Packet

Harassment, Intimidation, & Bullying (HIB)

- Larry Lhulier- HIB Coordinator
 - Mario Tridente- HIB Specialist
 - School Safety Team: Mr. Lhulier, Mr. Tridente, Mrs. Meyer, Mrs. Pruszinski
 - Parent Handouts
 - Overview of Law and Process
 - In depth definition of Law/ School Policy
 - HIB form
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Harassment, Intimidation, & Bullying: The Law

N.J.S.A. 18A:37-14

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
 - Religion
 - National origin
 - Sexual orientation
 - Gender identity and expression
 - Mental, physical or sensory disability
 - Any other distinguishing characteristic
 - Color
 - Ancestry
 - Gender
 - *These are ALL Legally Protected Categories
 - If it is a SINGLE incident, it must be SEVERE
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Harassment, Intimidation, & Bullying: “What is it?”

- Single incident or series of incidents
 - On or off school property
 - Behavior must substantially disrupt or interfere with the orderly operation of the school or the rights of other students
 - Behavior must demonstrate an imbalance of power (i.e. one party must be the clear aggressor)
 - Can be a written, verbal, physical act, or an electronic communication

 - Behavior must meet one of the following:
 - Cause physical or emotional harm
 - Be insulting or demeaning
 - Create hostile educational environment
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Harassment, Intimidation, & Bullying: The Process

1. HIB Incident is reported
 - a. Principal notified
 - b. Parents notified by principal
 2. Investigation
 - a. Within 1 day of report
 3. Report to Principal (written)
 - a. Within 2 days
 4. Investigation Completed and reported to Principal
 - a. Within 10 Days
 5. Report results to Superintendent
 - a. Within 2 days of completion of investigation
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