



# Harassment, Intimidation & Bullying: Parent Presentation

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**Wayne**  
Township Public Schools


# NJ Anti-Bullying Bill of Rights Act (ABR)

## N.J.S.A. 18A:37-13 *et seq.*

### Legislative Intent of ABR:

- to provide “a safe and civil environment in school (that) is necessary for students to learn and achieve high academic standards.”
- to strengthen standards and procedures for preventing, reporting, investigating and responding to incidents of HIB that occur in school and off school premises
- to reduce risk of suicide, depression, and other wellness concerns among students

\*Legal references in current policy developed by our District  
Compliance and Human Resources Director: Mrs. Paula D. Clark, Esq.



# Definition of HIB (Harassment, Intimidation or Bullying) (Part 1) means:

- Any gesture, written, verbal or physical act, or electronic communication, single incident or series that is reasonably perceived as motivated by any actual or perceived characteristic



# “Electronic Communication”

- Cyber bullying in the form of information exchanged via email, text messages, Facebook, Twitter, Instagram, Snapchat, and other social media platforms is included as HIB under the ABR
- Behaviors in students as early as elementary school age

# What “characteristic”?

Such as:

- Race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental or physical or sensory disability or by:
- “any other distinguishing characteristic” which *may* include:
  - New Kid in Town
  - Poor Athletic Ability
  - Academic Stereotype
  - Obesity
  - Can Be Almost Anything, including Power Differential

# Definition of HIB (Part 2)

- Takes place on school property, school sponsored function, school bus, or *off school grounds that substantially disrupts operation of school or rights of other students*

AND

# Definition of HIB (Part 3)

- ° A reasonable person should know under the circumstances has the effect of:
  - a. Physically or emotionally harming to student or student property or places a student in reasonable fear of harm; OR
  - b. Insulting or demeaning to student or group of students; OR
  - c. Creates a hostile educational environment by interfering with the student's education or by severely or pervasively causing physical or emotional harm to the student.



# Conflict vs. Bullying

*Conflict* is a mutually competitive or opposing action or engagement, including a disagreement, an argument or a fight which is a normal part of human development.

Bullying is one-sided, where one or more students are *victims* of one or more person's aggression, which is intended to physically or emotionally hurt the victim(s).



# Is it HIB or Conflict?

Know the HIB definition and all of its parts:

- Motivated by an actual or perceived distinguishing characteristic;
- Substantial disruption or interference with either the orderly operation of the school or the rights of other students;
- The result: (a) causes physical or emotional harm, or (b) is insulting or demeaning, or (c) creates a hostile educational environment.



# Staff Roles

## Anti-Bullying Coordinator (District Level)

- Anti-Bullying Specialist (School Level)
- School Safety Teams (School Level)



# Anti-Bullying Coordinator ("ABC")

- Appointed by Superintendent
- Provides data in collaboration with Superintendent to NJ DOE
- Coordinates and strengthens HIB Policy to prevent, identify and address HIB
  - Collaborates with Anti-Bullying Specialists, BOE and Superintendent
  - Meets at least twice a year with Anti-Bullying Specialists
  - Other related duties including staff training

N.J.S.A. 18A:37-20b.

# Anti-Bullying Specialist

- One at each school
- Appointed by Principal from currently employed staff
- Usually a school guidance counselor, school psychologist or another individual similarly trained
- Lead investigator of HIB concern
- Assists principal in defining range of responses to HIB
- Provides input on HIB policy revision
- Chairs School Safety / Climate Team

N.J.S.A. 18A:37-20a.

# Anti-Bullying Specialists

## District HIB Coordinator – Scot Burkholder

### ***ELEMENTARY SCHOOLS***

- A.P. Terhune
- James Fallon
- John F. Kennedy
- Lafayette
- Packanack
- Pines Lake
- Randall Carter
- Ryerson
- Theunis Dey
- *Christine Cordeira*
- *Denise Malone*
- *Nicholas Cano*
- *Billie Liquori*
- *Lauren Reszka (Christine Brusco)*
- *Karen Olaya*
- *Francesca Russo*
- *Simone Edwards (Lea Audino)*
- *Kristen Valencia*

# Anti-Bullying Specialists

## ***MIDDLE SCHOOLS***

- Anthony Wayne  
- *Michele Giarusso*
- George Washington  
- *Donna Santangelo*
- Schuyler Colfax  
- *Laura Kuhn*

## ***HIGH SCHOOLS***

- Wayne Hills  
- *Donna King*
- Wayne Valley  
- *Felicia Miller*



# School Safety/Climate Teams (SST/SCT)

- Formed to develop, foster and maintain positive school climate, and to address issues, including HIB
- Meets at least twice each year
- Consists of Principal (or designee), and principal appoints:
  - Teacher in the school
  - Anti-Bullying Specialist (chair)
  - Parent of student in the school (receive redacted information)
  - Others as Principal determines

N.J.S.A. 18A:37-21



# School Safety Team/ School Climate Team Duties

1. Receives reports of HIB incidents;
2. Identifies and addresses patterns of HIB;
3. Strengthen school climate and policies to prevent and address HIB;
4. Educate the community to prevent and address HIB;
5. Participate in training;
6. Collaborate with ABC in data collection and HIB policy development;
7. Other duties as requested by Principal or ABC.

***Parents may not participate in the activities of the SST/SCT that may compromise the confidentiality of students.***





# Wayne BOE Policy/Regulation 5512: Harassment, Intimidation and Bullying

- Located on District website
- Alignment with BOE Policy 5600 Student Discipline/Code of Conduct
- Annual review/revision of Policy 5512
  - Annual updates must be provided to the Executive County Superintendent
  - Updated in August 2018 for the 18-19 school year

# Considerations in HIB Investigations

- Student confidentiality rights respected
- Due Process / hearing from all students involved
- Dual track obligation: HIB investigation alongside Student Code of Conduct Expectations
- Patterns of behavior or concerns to address
- 10 Day investigation timeline
- Notifications / Board and Superintendent Review
- Students with Disabilities
  - Required to Convene IEP Team Meeting if Target in confirmed HIB
  - Case manager involved to support the investigation

# Examples of Responses to HIB

- Student conferences
- Behavioral Interventions
- Counseling
- Discipline
- School Bus Plan
- Parent Meetings
- Class Lessons
- School Wide Response
- Policy Review
- District Wide Response
- Bullying Prevention Plan
- I&RS Support Services
- Unstructured Areas Safety Plan
- Teacher or Staff Notification
- Silent Mentor
- Follow-up Monitoring
- Coordinate with Community Organizations

*Goal is Remediation and Prevention of Reoccurrence*



# Bullying Prevention Programs

- MUST be annually established, implemented, documented and assessed
- First Monday in October “Week of Respect” to provide age appropriate instruction focusing on preventing HIB
- Must also provide throughout school year

N.J.S.A. 18A:37-17; 37-29

# District Anti-Bullying Initiative:

## No Place for Hate

- Developed by the Anti-Defamation League
- Creates inclusive school environments that celebrate diversity and challenge bias and bullying
- Fosters a culture free from bullying and intimidation
- Local Data
  - HIB Investigations
    - Distinguishing Characteristics
      - Race
      - Religion
      - Ethnicity
      - Gender
      - Sexual Orientation

**All 14 of our schools achieved this milestone for 2017-2018**

**NPFH is underway for the 2018-2019 school year**

# No Place for Hate: Implementation

- [District ABSs](#)
- Schools: No Place for Hate Committee
  - School Climate Teams
  - Must actively involve students
- Schools Implement 3 or More ADL Approved Activities
- [WTPS No Place for Hate Website](#)
- Activities Must:
  - Address School Based Issues
  - Have a School-Wide Impact
  - Promote respect for Individual and Group Differences
  - Involve **ACTIVE** Learning
- Starts with a [Promise](#) or [Resolution of Respect](#)

Follow NPFH Activities on the following social media platforms:

**Twitter: @WayneNpfh**

**Instagram: Wayne Schools NJ- NPFH (or wayneschoolsnpfh)**

# No Place for Hate: Elementary

| Activity One   | Activity Two  | Activity Three   |
|--|---|--|
| Buddy Bench  | Mix It Up Lunch   | One Book, One School   |
|  |  |  |

# No Place for Hate: Middle School

## Individualized by School with Similar Themes

- Week of Respect Lessons
- Step-Up Assembly: ADL
  - Focus on how to be an Ally/Upstander
  - Debrief in Home Rooms
  - Follow -Up activities and discussions in classroom
- No Place for Hate Day: May
  - Social Studies Teachers
  - Classroom Lesson
    - Slurs and Offensive Jokes



# No Place for Hate: High School

## Wayne Hills High School

- Week of Respect Activities
- Video made by TV production class
- Marketing Class - Twitter Handle
- Media Specialist posts and pertinent reads
- Graphic Arts - Presentation on No Place for Hate
- Photography Contest - "The Danger of a Single Story"
- Murals - Class Creation and Discussion in Homeroom

## Wayne Valley High School

- Week of Respect Activities
  - Different Clubs and Organizations will be Participating in a Variety of Activities
  - WeAct, Gay Straight Alliance, National Honor Society, Future Business Leaders of America, Peer Leaders
- Videos made by TV Production Class
  - [Third Party Compliments](#)
- Wellness Fair
- "The Danger of a Single Story"

# District Anti-Bullying Initiative: No Place for Hate

## **Wayne Township Public Schools Chosen to Receive the 2018 Aaron Flanzbaum 21st Century Democratic Heritage Award**

The New Jersey Association of School Administrators (NJASA), in partnership with the Anti-Defamation League (ADL), chose the Wayne Township Public Schools to receive the 2018 Aaron Flanzbaum 21st Century Democratic Heritage Award. The Award will be presented on Friday, May 18th, at the upcoming NJASA Spring Leadership Conference in Atlantic City. The Aaron Flanzbaum 21st Century Democratic Heritage Award recognizes school districts in New Jersey that have demonstrated a commitment to building inclusive school communities with anti-bias learning environments free of discrimination, where all students and staff can flourish. The district won the award based on our new district-wide initiative, No Place for Hate.



***“You can’t be against bullying without actually doing something about it.”***

***- Randi Weingarten***

***“Injustice anywhere is a threat to justice everywhere.”***

***– Martin Luther King, Jr.***

***“One person can make a difference, and everyone should try.”***

***– John F. Kennedy***

***“Each of us deserves the freedom to pursue our own version of happiness. No one deserves to be bullied.”***

***– Barack Obama***

***“Knowing what’s right doesn’t mean much unless you do what’s right.”***

***- Theodore Roosevelt***



# Questions?