


Conflict & Harassment, Intimidation, and Bullying (HIB)

Parent Presentation, ACHS
April 11, 2019

LEGAL DEFINITION OF HIB

“Harassment, Intimidation, and Bullying means any gesture, any written, verbal or physical act or any electronic communication, whether it is a single incident or a series of incidents, that is: reasonably perceived as being motivated by either 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 by any other distinguishing characteristic; and that takes place on school grounds, school sponsored function, school bus or off school grounds, **AND THAT** substantially disrupts or interferes with the orderly operation of the school...”




LEGAL DEFINITION OF HIB

- a reasonable person (“reasonable person” is any adult member of the school community) should know if the circumstances will have the effect of physically or emotionally harming a pupil or damaging the pupil’s property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property, **or**
- has the effect of insulting or demeaning any pupil or group of pupils, **or**
- creates a hostile educational environment for the pupil by interfering with a pupil’s education or by severely or pervasively causing physical or emotional harm to the pupil.
- **IMPORTANT:** If an incident occurs off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students, it needs to be addressed

ROSELLE DISTRICT POLICY

#5512 Harassment, Intimidation, and Bullying

- A safe and civil environment in school is necessary for students to learn and achieve high academic standards.
 - HIB is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined climate.
 - Students learn by example, therefore, all school faculty should display appropriate behavior, treating others with respect and refusing to tolerate HIB.
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BULLYING VS. CONFLICT

Bullying Behavior	Normal Conflict
One sided	Often mutual engagement
Often repeated	Happens occasionally
Power imbalance	No power imbalance
Intended to hurt	Uncomfortable but not intended to hurt
A part of unhealthy relationships	A normal part of human interaction
Should always be reported	Can be worked through

Types of Bullying

PHYSICAL BULLYING

Attacking another person by hitting, kicking or pushing.

VERBAL BULLYING

Calling people names, teasing or threatening, either by voice or using written words.

SOCIAL BULLYING

This includes excluding someone from a group and/or spreading rumors about a person.

CYBER BULLYING*

This is bullying that happens through interactive technology such as cell phones, social networks and other websites

Conflicts

Remember- conflicts happen!

If it's a big deal to them, it's a big deal to us!

Always err on the side of informing us.

Teachable moments & follow up

When is DCP&P called?



Conflict Resolution



•If someone bothers you or hurts you, you should:

1. Tell them to **STOP**
2. Tell them **AGAIN** to **STOP** and tell them why
3. Tell an adult

•Also, when telling an adult, there is a difference between "tattling" and "reporting".



Tattling - telling on someone just to get them in trouble

Reporting - telling an adult that someone broke a rule

Conflict or Bullying?

Conflict

Equal power or friends

Often mutual engagement

Uncomfortable but is not intended to hurt

Efforts to solve the problem

Can be worked through by the individuals involved

Bullying

Not Equals, not friends

One sided

Intended to hurt, often repeated

No effort to solve the problem

Should always be reported to school staff



SO? IS IT HIB?

All bullying (HIB) is a code of conduct issue...not all code of conduct issues are bullying!



STEPS TO TAKE (School Personnel)

Steps to Take: What do I do if I see bullying or if a bullying allegation is presented to me, as a school employee?

Immediately contact the Vice Principal or Principal

Any school employee or contracted service provider who witnesses or receives information regarding an act of HIB must report it verbally on the **same day** to the principal.


Be Diligent in naming the specific behavior you observed or any information reported to you.

Be descriptive and provide details.. "I saw.." "I am concerned because..."

Example: At 1:31 PM, Johnny was sitting 2 seats away from Sara. Johnny said in a loud voice, "Sara is fat". Three other students laughed aloud. Sara stood up and left the room.

File a written report with your building Principal within 48 hours of your verbal report

Any school employee or contracted service provider who witnesses or receives information regarding an act of HIB must submit a written report within 48 hours after giving their verbal report on the **same day** the incident occurred to the principal.



STEPS TO TAKE (Parents and Students)

What do I do if I see bullying or witness an act of harassment, intimidation or bullying?

Immediately contact the Vice Principal or Principal

Any person who feels they have witnessed an act of HIB involving students are urged to report it verbally on the **same day** to the principal, vice principal, or any school employee.


Be Diligent in naming the specific behavior you observed or any information reported to you.

Be descriptive and provide details.. "I saw.." "I am concerned because..."

Example: At 1:31 PM, Johnny was sitting 2 seats away from Sara. Johnny said in a loud voice, "Sara is fat". Three other students laughed aloud. Sara stood up and left the room.



HIB Steps and Timeline

1. Verbal report of the HIB act
 2. Investigation starts within 1 school day of report
 - a. Investigation can take up to 10 school days
 3. School Investigation & Report completed and sent to the Superintendent
 - a. Results reported to parental parties
 4. Superintendent reports results to BOE
 5. Parents receive written report within 5 days after meeting
 6. Parents may request BOE meeting to appeal findings
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Thank you for your attention!

