



Conflict vs. HIB Fact Sheet

What is the difference between normal conflict and HIB?

NORMAL CONFLICT

Conflict is “mutually competitive or opposing action of engagement.”

Conflict includes disagreements, arguments, and fights.

Conflict is a normal part of growing up and life.

BULLYING

HIB is one sided.

HIB involves one or more students that are victims of one or more person’s aggression.

HIB includes the intent to physically or emotionally hurt someone.

What does bullying look like?

VERBAL

Includes taunting, name calling, malicious teasing, or making threats

PHYSICAL

Includes hitting, punching, shoving, spitting, or taking personal belongings

PSYCHOLOGICAL

Includes spreading rumors, purposefully excluding people from activities, breaking up friendships

CYBERBULLYING

Includes using the Internet, mobile phone, or other digital technologies to harm others

District Anti-Bullying Coordinator
Ms. Susan L Nogaj Matteson
(908) 298-2000
smatteson@roselleschools.org

Anti-Bullying Specialists:

ACHS

Ms. Sisly Cooper
scooper@roselleschools.org

Grace-Wilday

Mr. Floyd Granderson
fgranderson@roselleschools.org

LV Moore

Ms. Dgyna Lorquet
DLorquet@roselleschools.org

Ms. Tiffany Blurete
tblurete@roselleschools.org

Harrison

Ms. Christine Cutinello
ccutinello@roselleschools.org

Polk

Ms. Jasmine Martin
jmartin@roselleschools.org

Washington

Mr. Jason Robbins
jrobbins@roselleschools.org

KSA

Ms. Chantea Benson
cbenson@roselleschools.org

PreK

Ms. Angela Robinson
arobinson@roselleschools.org



Roselle Public Schools

NJ Anti-Bullying Bill of Rights Act Fact Sheet for Parents

How is HIB defined?

“Harassment, intimidation or 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 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 by any other distinguishing characteristic;
- That takes place on school property, at any school-sponsored function, on a school bus, or off school grounds;
- That substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:
 - 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 physical or emotional harm to his/her person or damage to his/her property;
 - Has the effect of insulting or demeaning any student or group of students; OR
 - Creates a hostile educational environment for the student by interfering with the student’s education or by severely or pervasively causing physical or emotional harm to the student.

The Path of a HIB Complaint



The verbal report of alleged HIB act –

- Provide student safety
- Parent contact to all parties
- Written report within 2 days



The investigation –

- Initiated within 1 school day
- Conducted with Anti-Bullying Specialist
- Completed in 10 days
- Sent to Superintendent within 2 days



The Superintendent –

- Reports to BOE results of investigation at next BOE meeting
- Provides parents written report of information within 5 days after BOE meeting
- Parent may request BOE hearing and may appeal to NJDOE and/or Office of Civil Rights