

Glen Rock Public Schools

NJ Anti-Bully 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.

District Anti-Bully Coordinator
[Mr. Brian Pepe](#)

High School Anti-Bully Specialist
[Mr. Mike Escalante](#)

Middle School Anti-Bully Specialist
[Ms. Melissa Brinton](#)

Byrd School Anti-Bully Specialist
[Ms. Christine Sattler](#)

Central School Anti-Bully Specialist
[Ms. Sandra Nestor](#)

Coleman School Anti-Bully Specialist
[Ms. Alice Wright](#)

Hamilton School Anti-Bully Specialist
[Mrs. Audrey Mutch](#)

The Path of a HIB Complaint

1.



The verbal report of alleged HIB act –

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

2.



The Investigation –

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

3.



The Superintendent –

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

Teach Your Child to be an Upstander

- Take time each day to talk to your child about their day to day life and activities
- If a child is comfortable talking to their parent about school, friends and activities, they will feel comfortable talking to their parent if they become a target of bullying
- Be involved in the school community
- Lead by example with signs and expressions of kindness. Children learn from watching and observing their parents.
- Encourage your child to stand-up to help those being bullied.
- Establish and enforce family rules that let children know bullying is harmful to others and is not acceptable
- Teach your children about cyber-bullying and impact of sending mean, cruel, or threatening internet messages.

STUDIES SHOW THAT IF A BYSTANDER DISCOURAGES THE BULLY, THERE IS A 50% CHANCE THE BULLYING WILL STOP.

Tips for Parents to Help Prevent Bullying Behavior

Take bullying seriously. Make sure your children understand that you will not tolerate bullying at home or anywhere else. Establish rules about bullying and stick to them. If you punish your child by taking away privileges, be sure it's meaningful. Teach more appropriate (and nonviolent) ways to react; like walking away.

Teach children to treat others with respect and kindness. Teach your child that it is wrong to ridicule differences (i.e. race, religion, appearance, special needs, gender, or economic status) and try to instill a sense of empathy for those who are different. Consider getting involved together in a community group where your child can interact with those who are different.

Encourage good behavior. Positive reinforcement can be more powerful than negative discipline. Catch your children doing good – and when they handle situations in ways that are constructive or positive, take notice and praise them for it.

Set a good example. Think carefully about how you talk around your children and how you handle conflict and problems. If you behave aggressively – toward or in front of your children – chances are they will follow your example. Instead, point out the positives in others, rather than the negatives. And when conflicts arise in your own life, be open about frustrations you have and how you cope with your feelings.

More information at your fingertips:

<http://www.stopbullying.gov> – a federal government website to help parents, students, educators and more.

<http://www.nj.gov/education/students/safety/behavior/hib> - a NJ state website; routinely updated

<http://cyberbully.org/cyberbully/docs/cbctparents.pdf> - prevent, understand cyberbullying