

Harassment, Intimidation and Bullying Law

Community Presentation, February 22, 2016

The Board of Education prohibits acts of harassment, intimidation, or bullying of a pupil.

A safe and civil environment in school is necessary for pupils to learn and achieve high academic standards.

What is HIB?

“Harassment, intimidation, or bullying” means any gesture, written, verbal or physical act, or any electronic communication, that takes place on school property, at any school sponsored function or on a school bus.

What is HIB

That has the effect of insulting or demeaning any pupil or group of pupils in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.

What Is HIB?

Is motivated 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; By any other distinguishing characteristic and

What is HIB?

A reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a pupil or damaging the pupil's property, or placing a pupil in reasonable fear of harm to his/her person or damage to his/her property

How do we handle HIB?

If a student, parent, staff member or anyone else believes a child is being bullied, they should report it to Mr. Arcodia or Mr. Silvestri, school principals.

The principals will then ask the Safety Team to conduct an investigation to determine if Harassment, Intimidation or Bullying has occurred.

The Safety Team has 10 days to complete an investigation. They must report their findings, to all parents involved, the school principal, the superintendent, and the School Board.

How do we handle HIB?

The School Board reviews all HIB investigations and the interventions issued to the victim (s) and the consequences and interventions given to the bully (ies) The School Board may either affirm, reject or modify the results of each HIB investigation. If they reject or modify the investigation, they must explain why and recommend additional steps that should be taken to approve the Safety Team's actions.

How do we handle HIB?

- Parents of the students who are parties to the investigation are entitled to receive information including the nature of the investigation and whether evidence of HIB was found and whether discipline was imposed or services provided. This information should be provided in writing within 5 school days after results BOEs review are affirmed/rejected/amended.
- A parent may request a hearing before the BOE to review the Investigation or actions taken. Hearings must be held within 10 days of request . The BOE shall meet in executive session for the hearing.
- The BOE's decision may be appealed to the Commissioner of Education, no later than 90 days after the issuance of the board's decision
- A parent, student, guardian, or organization may file a complaint with the Division on Civil Rights (DCR) within 180 days of the occurrence of any incident of HIB.

Avon Safety Team Members

Anti-Bullying Coordinator- Kristin Flowers

Anti-Bullying Specialist- Erica Napoli

Safety Team Members- Mr. Arcodia

- Andrea Flamini

- Kim Moonen

-Rachel Seiden

Woodland Safety Team Members

Anti-Bullying Coordinator- Kristin Flowers
Anti-Bullying Specialist- Kelly Pettitt
Safety Team Members- Mr. Silvestri
- Dana Kondrila
- Matt Danker
-Jodi O'Donoghue

Signs of HIB

- A student who appears to be isolated by his/her peers at lunch, classroom, recess, (aka. Being alone or looking sad).
- A student who consistently verbally or physically bothers another student. Or bothers him/her by using non verbal gestures.
- A group of students "ganging up on a smaller group or one student."
- A group of students consistently taunting another student.

Signs of HIB

As school staff, please look for the following:

- Physical violence or threat of physical violence.
 - Verbal insults, offensive jokes, name calling.
- One student or a group of students being shunned or mocked by another student or group of students.
 - Graffiti about an individual student or group of students.
 - Offensive or threatening notes.
- Offensive or threatening electronic communication (texts, emails, profile updates.)

What is NOT considering HIB:

- Two students or a group of students rough housing at recess.
 - Two students or a group of students arguing or fighting with each other.
 - Two students or a group of students who do not interact with each other.
- An accidental act that causes emotional or physical injury (ie. Accidentally tripping someone at recess)
 - Isolated incidents of minor misbehavior:
Ex. A student calling another student a “meanie” one time.

What should you do?

•If you feel that a student is being Harassed, Intimidated or Bullied you must make a verbal report to the building principal the same day you witness it. Within 48 hours, also complete a written complete an incident report and submit it to the building principal. Keep a copy for your own records.

-Be sure to include specific information:

-Dates

-Words that were said

-Times

-Physical acts that were done

It is everyone's responsibility to prevent HIB

All teachers, parents, community members, support staff,
and students must work together to keep Avon &
Woodland Schools Safe!

When in Doubt, Report!

Do not hesitate to fill out a report. **You can always report anonymously.**

What happens to the Bully?

We as a school want to help the bully to improve his/her behavior. Interventions may include:

- Counseling
- Mediation
- Social skill/friendship training
- Parent conferences
- Behavioral plans
- Change of Placement
- Discipline

What happens to the Victim?

We as a school, want to help the victim to feel safe at school.

Interventions may include:

- Counseling
- Mediation
- Social skill/friendship training
- Parent conferences
- Behavioral plans
- Change of Placement

How Avon & Woodland Prevents HIB

- Multiple Staff Trainings
- PBSIS and No Place for Hate Programs
- Assemblies
- Character Education at all grade levels
- Pride Certificates
- Consistent expectations and consequences.
- Small class sizes.
- Addition of a 3rd lunch to increase student to staff ratio at lunch and recess.

2014-2015 Data

- Avon HIB Grade- 74/78
- Woodland HIB Grade- 73/78
- Number of Investigations Avon-12
 - Woodland-13
- Number of Confirmed HIB Avon-6
 - Woodland-5

2015-2016 Data

- Number of Investigations Avon-5
 - Woodland-2
- Number of Confirmed HIB Avon-0
 - Woodland-1

**Thank you for your
time?**

Any Questions?

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Avon-856-547-6632, ext. 337

Woodland-856-547-8402, ext. 220