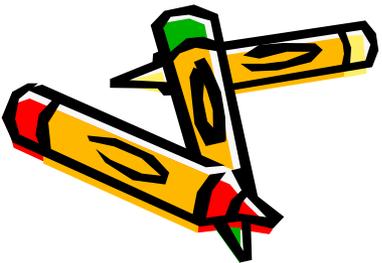
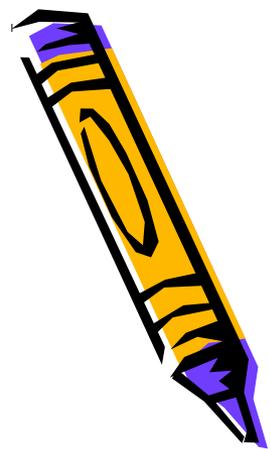


Jefferson Township Public Schools

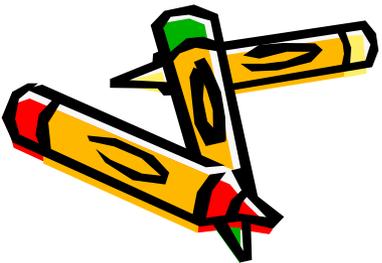
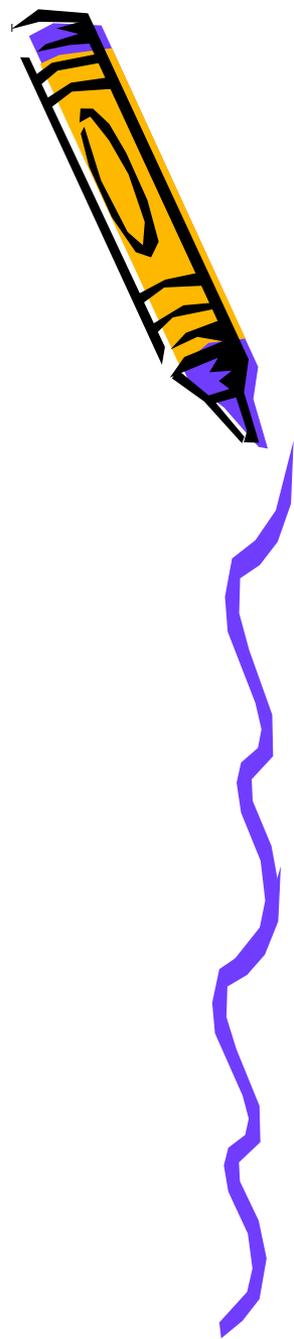
HIB vs. Conflict



The goal of HIB law is to promote safe and civil school environments.



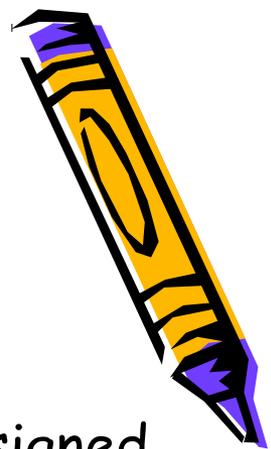
Responses to HIB and
Code of Conduct
violations will result in
positive effects for
everyone in the school
building.



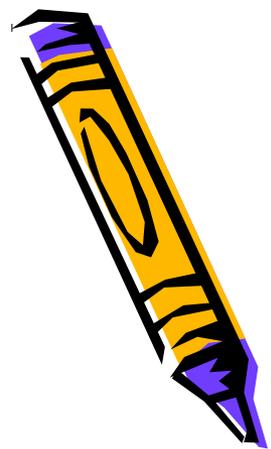
What is the Anti-Bullying Bill of Rights Act?

- New Jersey's Anti-Bullying Bill of Rights Act was signed into law on January 5, 2011. The provisions of this law took effect on September 1, 2011.
- 2022 Amendments to HIB Law
 - [Universal Reporting Form 338](#)
 - More detailed information that must be posted on website
 - Preliminary determination/threshold assessment

For Additional Information: <https://www.nj.gov/education/safety/sandp/hib/faq.shtml>



Preliminary Determination/ Threshold Assessment



- Conducted by School Principal in consultation with anti-bullying specialist
 - Additional personnel will be consulted as needed, ie. CST, guidance counselors, etc.
- Reviews all facts that are presented at the time of the report.

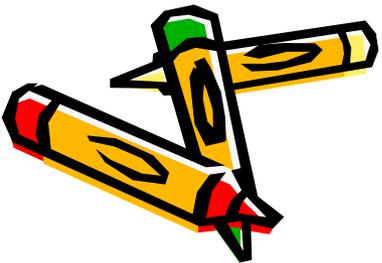
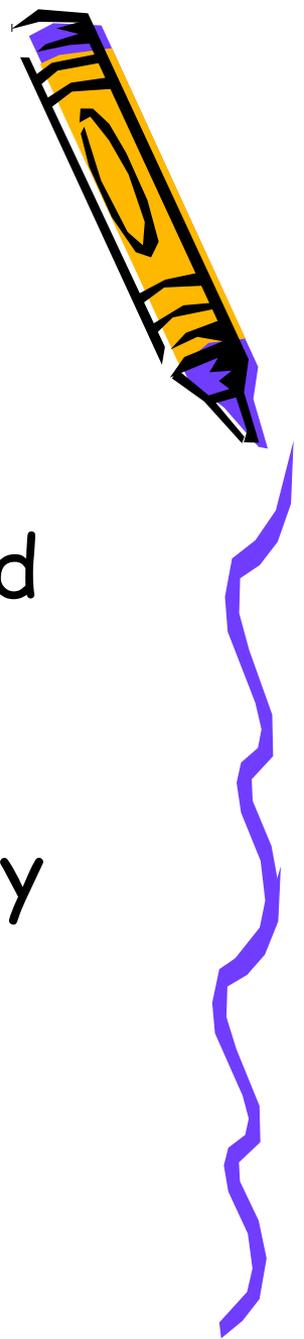
Determines if the initial report is within the scope of the definition of

WHIB



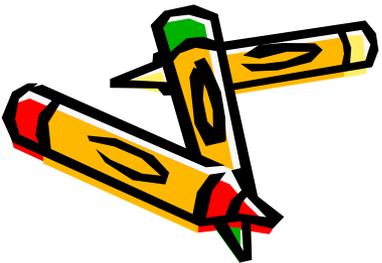
Preliminary Determination/ Threshold Assessment

- If yes, a full investigation will be conducted.
- If no, the decision can be appealed to the Board and ultimately the Commissioner of Education
- If the Board overturns preliminary determination, a full investigation will be conducted.



What is 'HIB'?

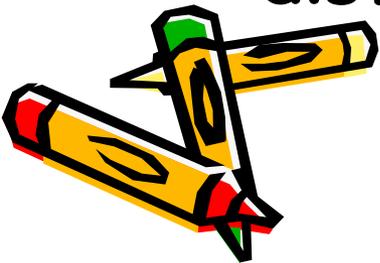
- Harassment - disturbance, upset, often by a pattern of conduct
- Intimidation - putting in fear of safety and well being, hesitation
- Bullying - fear by force or coercion to shift and/or create a power imbalance



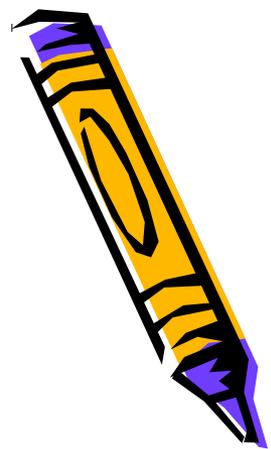
Legal Definition of HIB under ABR (Part 1)



- Act or words or electronic communication
AND
- Single incident or series
AND
- Reasonably perceived motivated by student's race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or disability, or any other distinguishing characteristic
AND



Legal Definition (Part 2)



- On School property, at school-sponsored function, school bus or off grounds

AND

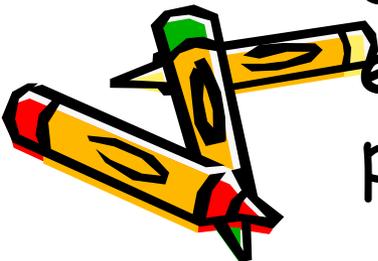
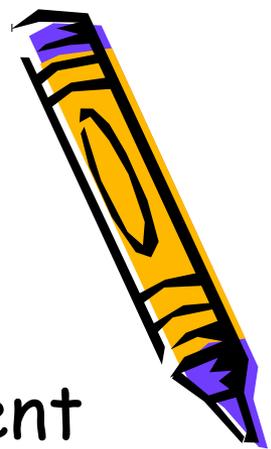
- Substantially disrupts or interferes with school or rights of other students

AND

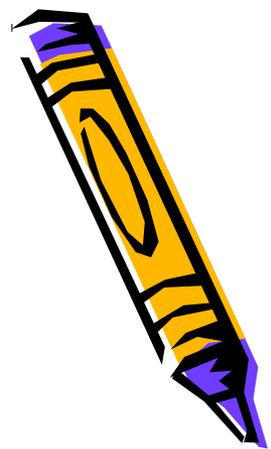


Legal Definition (Part 3)

- Reasonable person should know, will physically or emotionally harm student or damage student's property, or place student in reasonable fear of harm of damage to property, OR
- Has the effect of insulting or demeaning student or group of students, OR
- Creates hostile educational environment by interfering with education or by severe and pervasive physical or emotional harm to student.



Student Conflict: Is it HIB?



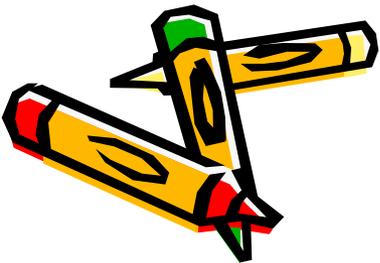
Conflict

- Mutually competitive or opposing action, including a disagreement, an argument, or a fight
- Equal power, sometimes friends
- Accidental
- Not seeking power or attention
- Effort to resolve the problem
- Motivated by a disagreement

HIB

- One-sided, student is victim of aggression intended to hurt
- Imbalance of power, not friends
- Purposeful
- Seeking power, attention or material things
- No effort to resolve the problem
- Motivated by a distinguishing characteristic

*** Any actions that occur that are a violation of the Code of Student Conduct will result in disciplinary action regardless of whether the actions were a conflict or HIB.



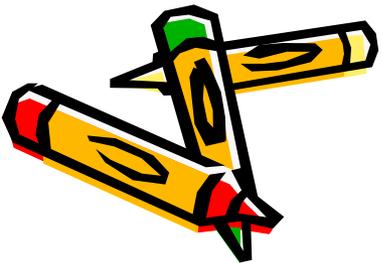
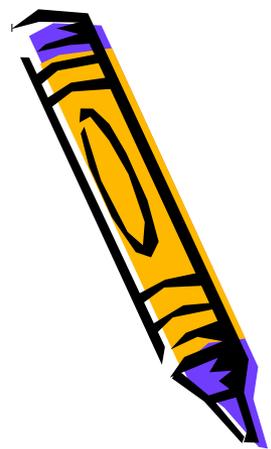
Scenarios

Scenario 1 (conflict)

Two friends get into a fight over a love interest. They begin to yell at each other and this disagreement goes on all day long. Eventually, it escalates to a physical altercation.

Scenario 2 (HIB)

A student is repeatedly tormented by the conduct of another student due to the student's body shape.



Jefferson Township BOE Policies on HIB and Code of Conduct

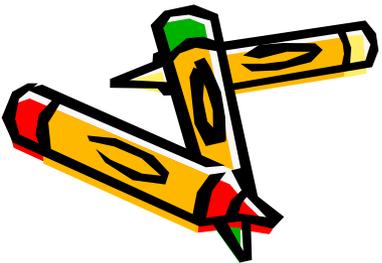
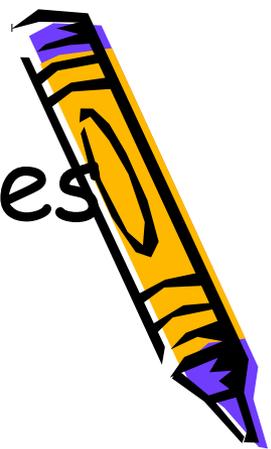
Harassment,
Intimidation, Bullying

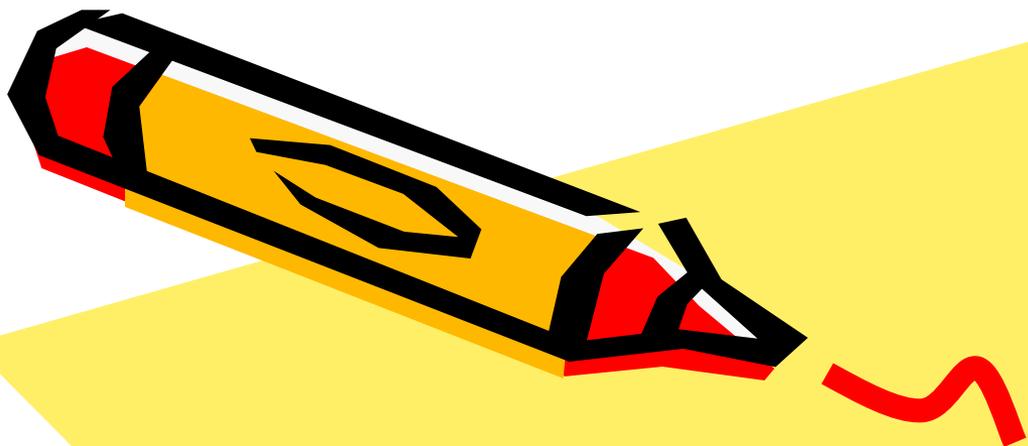
[Policy 5512](#)

Code of Conduct
Violations

[Policy 5600](#)

[Regulation 5600](#)





THANK YOU

