

What is HIB?

Harassment, Intimidation and Bullying



Cedar Grove School District
NORTH END ELEMENTARY SCHOOL
SOUTH END ELEMENTARY SCHOOL
MEMORIAL MIDDLE SCHOOL
CEDAR GROVE HIGH SCHOOL

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HIB Definition as per the State of New Jersey:

N.J.A.C. 6A:16-1.3 states:

“Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic such as race, color, religion, ancestry, gender, sexual orientation or any other distinguishing characteristic; AND THAT
2. Takes place on or off school grounds, if it substantially disrupts or interferes with school operation or rights of other pupils;
3. A reasonable person should know that the act(s) will have an effect of physically or emotionally harming a pupil or placing that pupil in reasonable fear or harm; OR has the effect of insulting or demeaning any student or group of students
4. OR creates a hostile educational environment for the pupil by interfering with a pupil’s education by severely or pervasively causing physical or emotional harm

What does this mean? How do I know if my situation/my child’s situation is HIB or a social conflict??

HIB Checklist:

In order for a situation to be deemed HIB it MUST follow this checklist!!!

Harassment, Intimidation and Bullying means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents that....

ALL must apply to meet definition...

- ✓ Is reasonably perceived as being 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, or by any other distinguishing characteristic.
- ✓ Takes place on school property, at any school-sponsored function, or off school grounds.
- ✓ Substantially disrupts or interferes with the orderly operation of the school or the rights of other students.

And one must apply to meet definition...

- ✓ A reasonable person should know if the circumstances have an emotional or physical effect on the student which, in essence, could cause harm to the student, damage their property, and/or place the student in reasonable fear of physical or emotional harm.
- ✓ Has the effect of insulting or demeaning any student or group of students OR creates a hostile educational environment by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.



Forms of HIB

Verbal – teasing, name calling, put down, inappropriate sexual comments, taunting

Social/Relational – spreading rumors, public embarrassment, excluding on purpose

Physical – hurting body/possessions, hitting, kicking, pinching, spitting, rude/mean hand gestures, taking/breaking something

Cyberbullying – Internet, mobile phones and other digital technology to harm others

SOME DEFINING CHARACTERISTICS OF HIB AND SOCIAL CONFLICT

HIB

- Behavior that is intended to cause some kind of harm
- **PURPOSEFUL**
- **ALWAYS** an imbalance of power (physical or social or strength) between the person doing the bullying and the target of the behavior
- One-sided
- Serious with threats of physical or emotional harm. Intent to hurt through humiliation or exclusion – affects social status and relationships
- Strong emotional reaction from target/victim; little or no reaction from bully
- Seeking power and control, often aggressive
- No remorse from bully, often manipulative, will blame target/victim and/or discount feelings
- No attempt or willingness to solve/acknowledge problem

SOCIAL CONFLICT

- Struggle between two or more people who perceive they have incompatible goals or desires
- Conflict occurs naturally between people
- Less serious, part of growing up
- Equal emotional reaction
- Not seeking power, attention or things
- Feels remorse and/or takes responsibility
- Efforts to solve the problem
- “Butting heads”
- “He said, she said”
- Both people are “equally telling their side of the story”
- Arise in the moment because people of the same amount of power see the same situation differently

Please keep in mind that each situation is different; these are only examples. An HIB report/complaint must be evaluated by administrators before an investigation begins.

