

## **ANTI-BULLYING INFORMATION**

### **Overview**

The Warren Hills Regional School District's (WHRSD) Board of Education (BOE) has adopted a Harassment Intimidation and Bullying Policy as required by the Anti-Bullying Bill of Rights Acts which was adopted by the New Jersey Senate and General Assembly, January 5th 2011.

The WHRSD's Policy 5512 ([click to view](#)) and Regulation 5512 ([click to view](#)) prohibits acts of harassment, intimidation, or bullying of students.

As required by the Anti-Bullying Bill of Rights Act (2011), a district Anti-Bullying Coordinator shall be appointed to assist with the coordination and enhancement of efforts to identify, correct, and prevent issues of harassment, intimidation or bullying of students.

### **Warren Hills Regional School District Anti-Bullying Coordinator**

Annette Walters, Director of Special Education  
Warren Hills Regional High School  
41 Jackson Valley Road  
Washington, NJ 07882  
(908) 689-3050, extension 3045

### **Warren Hills Regional High School Anti-Bullying Specialist**

Timothy Downs, Student Assistance Counselor  
Warren Hills Regional High School  
41 Jackson Valley Road  
Washington, NJ 07882  
(908) 689-3050, extension 3037  
[downst@warrenhills.org](mailto:downst@warrenhills.org)

### **Warren Hills Regional Middle School Anti-Bullying Specialist**

Christine Tyburczy, Student Assistance Counselor  
Warren Hills Regional Middle School  
64-66 Carlton Ave.  
Washington, NJ 07882  
(908) 689-0750, extension 2063  
[tyburczyc@warrenhills.org](mailto:tyburczyc@warrenhills.org)

### **Anti-Bullying Bill of Rights Grades and Reporting**

The grades reported for HIB is based on the state of New Jersey School Self Assessment. Grades were determined based on the district's compliance and adherence to indicators from core elements on the school self assessment survey.

The maximum achievable points are 75. The WHRSD's score is an average of the total scores for each school within the district, the high school and the middle school. The New Jersey Department of Education does not issue, assign or provide a letter value to rank any school. The score is used to reflect the district's adherence to and compliance with the Anti-Bullying Bill of Rights Act (ABR). The 2014-2015 HIB grades may be viewed here once they are available from the state.

### **HIB Definition**

Harassment, Intimidation, and Bullying is defined by N.J.S.A. 18A:37-14 as any gesture, any written, verbal or physical act, or any electronic communication, whether it be 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 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 as provided for in section 16 of P.L.2010, c. 122 (C.18A:37-15.3), 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, that the act(s) 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 a student's education or by severely or pervasively causing physical or emotional harm to student.

### **Anti-Bullying Bill of Rights Act and District Policies/Regulations**

Anti-Bullying Bill of Rights Act: Chapter 122 ([click to view](#))

WHRSD Policy 5512 ([click to view](#))

WHRSD Regulation 5512 ([click to view](#))

WHRSD Code of Conduct ([click to view](#))

### **Conflict and Disagreements versus HIB**

*Conflicts and disagreements* involve individuals with similar degrees of power. The intent is not meant to be malicious or hurtful.

*HIB* involves an imbalance of power. The intent is meant to be physically and emotionally hurtful.

*Conflicts and disagreements* involve mutual difference in interest or goals. May include arguments and fights where both parties are equally culpable.

*HIB* involves one or more students that are victims of one or more person's aggression, harassment, intimidation, or abuse.

*Conflicts and disagreements* is reciprocal; all parties are involved. All parties are responsible for wrongdoing.

*HIB* is one sided where one party instigates. A bully is responsible for the wrongdoing.

*Conflicts and disagreements* may be resolved with mediation, negotiation and compromise.

*HIB* involves official or administrative intervention. A change in behavior of bully is required.

### **Identifying when to Report a HIB**

Use the HIB definition as a guide when reporting a HIB.

#### *DOES THE INCIDENT MEET ALL OF THE FOLLOWING?*

Harassment, Intimidation, and 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:

- 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 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 as provided for in section 16 of P.L.2010, c. 122 (C.18A:37-15.3);
- that substantially disrupts or interferes with the orderly operation of the school or the rights of other students.

#### *DOES THE INCIDENT MEET ONE OF THE FOLLOWING?*

- a reasonable person should know, under the circumstances, that the act(s) 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 a student's education or by severely or pervasively causing physical or emotional harm to student.

If the incident meets the criteria noted above, please contact your building administrator and request a form to make an official report for a HIB investigation.

If you are unsure of the events meet the criteria described or if you have further questions, please contact the appropriate building administrator to share your concerns and to ascertain the necessary steps, if any, that are required.

### **Anti-Bullying Initiatives**

Week of Respect (Middle/High School)

Peer Leadership Groups (High/Middle School)  
Bullying Prevention Programs (High/Middle School)

- Grade Level Meetings
- Guest Speakers on Diversity

### **School Safety Team**

As stated in WHRSD's Policy 5512 section F.3(a-g) a school safety team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going, systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each school safety team shall meet, at a minimum, two times per school year.

The school safety team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher on the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety Team.

The School Safety Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying if students that have been reported to the Principal;
- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the communicate, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches;
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety Team shall not participate in the activities of the

team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

### **School Safety Team Members**

#### *High School*

Chip Clymer, Principal  
Glenn Barker, Assistant Principal  
Tim Downs, Anti-Bullying Specialist  
Katie O'Neal, Guidance Counselor  
Terri Dolan, School Psychologist  
Penny Giamoni, Teacher  
Jessica Fenner, Parent

#### *Middle School*

Pat Hetrick, Principal  
Lee Turkowski, Assistant Principal  
Christine Tyburczy, Anti-Bullying Specialist  
Lee Ann Kubbishun, Guidance Counselor  
Terri Anecchiarico, Social Worker  
Courtney Hofman, Teacher  
Allison Motzer, Parent

Jeff Greenfield, School Base Representative  
Annette Walters, Anti-Bullying Coordinator

### **Parent Resources**

The New Jersey Department of Education

<http://www.state.nj.us/education/students/safety/behavior/hib/stopbullying.gov>

U.S. Department of Health and Human Services

<http://www.stopbullying.gov/>