



IRVINGTON PUBLIC SCHOOLS  
Madison Avenue Elementary School

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*Alexis D. Osterhoudt, M.Ed.*  
Principal

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**Harassment, Intimidation or Bullying, (HIB), Procedures  
2016-2017**

**I. Definition of Harassment, Intimidation and Bullying (HIB):**

“Harassment, intimidation or bullying” is defined as any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single act 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, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or 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 emotional harm to his/her person or damage to his/her property;
- (b) has the effect of insulting or demeaning any student or group of students; or
- (c) creates a hostile educational environment at school for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.

**II. Staff responsible for HIB issues:**

Call the Building Principal  
Mrs. Alexis D. Osterhoudt (973) 399-6800 x2601

Call a School Counselor/Anti-Bullying Specialist  
Mr. Michael Skibicki (973) 399-6800 x2811

Email the Principal  
[Aosterhoudt@irvington.k12.nj.us](mailto:Aosterhoudt@irvington.k12.nj.us)

Email the School Counselor/Anti-Bullying Specialist  
[mskibicki@irvington.k12.nj.us](mailto:mskibicki@irvington.k12.nj.us)

Submit a letter to the Principal describing the incident(s).  
Submit a letter to the School Counselor/Anti-Bullying Specialist describing the incident(s).  
Harassment, Intimidation or Bullying, (HIB), reporting can be done anonymously.

(Call, email or submit a letter)

### **III. The Investigation Process:**

The School Counselor will:

- Consult with an Administrator.
- Collect and review all statements related to the incident.
- Interview victim/offender/witnesses (separately).
- Set-up conferences with victim or offender and parents as directed.
- Make notation in PowerSchool under victim and offender of actions taken.
- Document all anonymous reports and investigate.
- Submit all complaints against a staff member to the Principal and log into PowerSchool.
- Offer counseling to victim and offender with the Health & Social Services Coordinator (HSSC) or Child Study Team (CST).

**NOTE:** HSSC must see victim within 48 hours.

### **IV. Consequences:**

An Administrator will:

- Call the parents or guardians of the victim and the offender.
- Assign appropriate level of suspension -  
1st Offense: HFP/Parent Conference  
2nd Offense: 1 day Out of School Suspension  
3rd Offense: 2-3 days Out of School Suspension  
4th Offense: 5 days Out of School Suspension: (Possible Central Office intervention)
- Notify CST if applicable.
- Set-up reentry meeting with parents, students, teacher, counselor, HSSC and CST, if applicable
- If necessary, begin process for Intervention & Referral Services (I&RS).
- Follow-up with counseling for victim and offender.

### **V. Bystanders:**

A student may be found to have committed an act of bullying without being the individual who performed the overt act. Examples of this enabling type of behavior may include encouraging a bully to physically attack a student, spreading rumors, or shunning a student who has been ostracized by a group. Bystanders will be subject to disciplinary action. Principals will consider the nature of the behavior before determining a remedial action and/or disciplinary consequence.

### **VI. Retaliation:**

A person who commits an act of retaliation or reprisal against the individual who reported the original act of harassment, intimidation or bullying, or an individual who falsely accuses someone of harassment, intimidation or bullying is subject to the same disciplinary consequences as the original aggressor. The level of disciplinary consequence may match the level of the original consequences given to the aggressor or may increase to the next level of consequence as outlined in the Student Code of Conduct. All disciplinary sanctions will be implemented with consideration of the individual's due process rights.

Questions or concerns related to these procedures should be directed to the building principal.