

Irvington Public Schools Thurgood
Marshall Elementary School
141-181 Montgomery Street Irvington
NJ 07111 973 399-6800 x2202

Harassment, Intimidation or Bullying, (HIB) Procedures 2019-2020

I. Definition of Harassment, Bullying and Intimidation (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 actor a series on 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. How to Report Incidents of HIB:

1. Call the School Counselor (TBA)/Anti-Bullying Specialist- (973)399-6852 2. Email School Counselor/Anti-Bullying Specialist 3. Submit a letter to the School Counselor/Anti-Bullying Specialist describing the incident(s). 4. 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/witness (separately)
- Call parents of victim and offender.
 - Set-up conferences/re-entries with victim or offender and always have parents and administrators present.
 - Make notation in Power School under victim and offender of all actions taken. (meeting/phone calls/emails)
- Document all anonymous reports and investigate.
- Submit all complaints against a staff member to the Principal and log into
- Power School.
 - Offer counseling to victim and offender with Health & Social Services (HSSC) Coordinator 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.

1. Assign appropriate level of suspension –

1st Offense: HFP/Parent Conference
2nd Offense: 1 day Out of School Suspension (OSS)
3rd Offense: 2-3 day Out of School Suspension (OSS)
4th Offense: 5 days Out of School Suspension (OSS) (Possible Central Office Intervention)

2. Notify CST if applicable.

3. Set-up reentry meeting with parents, students, teacher, counselor, HSSC and CST, if applicable.

4. If necessary, begin process for Intervention & Referral Services (I&RS).

5. 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. Designees 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 Ms. Stacey Love, Principal at 973-399-6800 x2202.