



## FLEMINGTON-RARITAN REGIONAL SCHOOL DISTRICT

Revised August 2023

### Harassment, Intimidation, and Bullying Parent/Volunteer Training & Information

Bullying is defined differently than from years ago when the following were components of “traditional” bullying: imbalance of power, an act occurring more than once or the intent to cause harm.

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In 2011, the State of NJ defined “**harassment, intimidation, or bullying**” (HIB - all 3 terms) to mean any gesture, any written, verbal or physical act or any electronic communication, whether it is a single incident or a series of incidents, **that meets ALL of the following elements:**

**Element 1:** Can the act be reasonably perceived as being **motivated** by either an 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?

**Element 2:** Does the act take place on school property, at any school-sponsored function, on a school bus OR off school grounds?

**Element 3:** Does the act substantially disrupt or interfere with the orderly operation of the school or the rights of other students?

**Element 4:** Is the act (must be at least one):

- Physically or emotionally harming to the student? OR
  - Damaging the student’s property? OR
  - Instilling fear of physical or emotional harm to the student? OR
  - Insulting or demeaning to the student or a group of students? OR
  - Creating a hostile educational environment for the student by interfering with the student’s education?
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#### **Procedures for reporting an alleged act of Harassment, Intimidation or Bullying (HIB):**

1. If you witness an alleged act of HIB or any other behavior of concern, take the appropriate actions to stop the behavior, if possible. If behavior is mean, intervene.
  2. Make a verbal report to the building principal or designee as soon as possible after you learned of the alleged HIB (no later than the end of the same day you learn of it). Please be cautious not to label behavior, but rather report the facts regarding the behavior.
  3. Complete [HIB 338 Form: Families/Caregivers](#) and return it to the principal no later than one day after the verbal report was made. When asked to complete the form, simply report the facts and give an accurate description of the events that occurred.
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**If you have any questions or need clarification on FRSD HIB Policy 5512 as it pertains to your role as a parent/volunteer, please see your child’s building principal, vice principal or school counselor. Please acknowledge your receipt and understanding of this information via Genesis.**