



FLEMINGTON-RARITAN REGIONAL SCHOOL DISTRICT

Harassment, Intimidation, and Bullying Parent/Volunteer Training

What is the NJ Anti-Bullying Bill of Rights and the FRSD Harassment, Intimidation, and Bullying policy?

The State of New Jersey and the FRSD Board of Education define an act of Harassment, Intimidation, and Bullying (HIB) as consisting of **ALL** of the following four elements:

Element 1

Can the act be reasonably perceived as being motivated by either an actual or perceived characteristic: race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental, physical or sensory disability or 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:

- Physically or emotionally harming to student? OR
- Damaging student's property? OR
- Instilling fear of physical or emotional harm to student? OR
- Insulting or demeaning to a student or a group of students? OR
- Creating a hostile educational environment for the student by interfering with a student's education?

Procedures for reporting an act of Harassment, Intimidation or Bullying (HIB):

1. If you witness an 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 potential HIB (no later than the end of the same day you learn of it).
3. Complete [HIB Referral Form](#) and return it to the principal ASAP but no later than one day after the verbal report was made. When asked to complete a referral form, simply report the facts and give an accurate description of the events that occurred.

What Bullying is Not

- Arguments/conflict
- Not liking someone
- Exclusion
- Being bossy
- Rivalry
- Expressing unpleasant thoughts or feelings regarding others

Characteristics of Bullying

- An imbalance of power
- Manipulation of a situation
- Targeting others because they are different
- Having a need to control and dominate others
- Refusing to take responsibility or deny wrongdoing
- Saying the targeted person deserved what they got
- Intolerance of differences
- Feeling superior
- Insensitivity to the feelings or needs of others (lack of empathy)

If you have any questions or need clarification on the FRSD HIB policy as it pertains to your role as a parent/volunteer, please see your child's building principal, vice principal or counselor. Please acknowledge your receipt and understanding of this information via Genesis.