

# *Is it Bullying, Discrimination or Conflict*

<p style="text-align: center;"><i>From the Anti-Bullying Bill of Rights Act P.L., 2010, c.122 Harassment, Intimidation or Bullying</i></p> <p style="text-align: center;"><b>Discrimination</b></p>	<p style="text-align: center;"><b>Bullying</b> (Does not involve discriminatory behavior toward protected classes of individuals)</p>	<p style="text-align: center;"><b>Conflict</b></p>
<p>Any gesture, any written, verbal or physical act, or any electronic communication, <i>whether it be a single incident or a series of incidents</i>, that is perceived as being motivated by: <b>Race, Color, Religion, Ancestry, Gender, Sexual Orientation, Gender Identity or Expression, Mental/Physical/Sensory Disability, or Other Distinguishing Characteristic</b></p> <ul style="list-style-type: none"> <li>• In all cases must show that action substantially disrupts or interferes with orderly operation of the school or rights of other students; <b>and that:</b></li> <li>• 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 physical or emotional harm to his person or damage to his property; <b>or</b></li> <li>• Has the effect of insulting or demeaning any student or group of students; <b>or</b></li> <li>• 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 the student</li> </ul>	<p>Bullying behavior is:</p> <ul style="list-style-type: none"> <li>• Intentional</li> <li>• Harmful</li> <li>• Repetitive</li> <li>• Involves an imbalance of power</li> </ul> <p>The following comprise the most common types of bullying:</p> <ul style="list-style-type: none"> <li>• <b>Physical Bullying</b> (Hitting, Punching, Kicking, Shoving, Stealing)</li> <li>• <b>Verbal Bullying</b> (Making threats, Name-calling, Taunting)</li> <li>• <b>Social Bullying</b> (Spreading rumors, Excluding specific people on purpose, Breaking up Friendships)</li> <li>• <b>Cyberbullying</b> (Making anonymous threats using digital technology; Impersonating the bullied person online; Insulting and Harassing others through text-messaging; Spreading rumors and personal information about others through e-mail and social networking sites; Creating websites, videos or social media profiles that embarrass, humiliate or make fun of others.</li> </ul>	<ul style="list-style-type: none"> <li>• Involves people with similar degrees of power</li> <li>• Involves a mutual disagreement or difference in interests or goals</li> <li>• Includes arguments and fights</li> <li>• Is reciprocal; both parties participate in the conflict</li> <li>• Both parties are responsible for wrongdoing</li> <li>• The intent is not to hurt</li> <li>• A normal part of growing up and of life</li> <li>• Can be fairly resolved by compromise or negotiation</li> </ul>
<p><b>Process for Reporting</b></p> <ul style="list-style-type: none"> <li>• Any incidences perceived to fall within the HIB guidelines <b>must</b> be reported.</li> <li>• Verbally report incident to Principal by the end of the day</li> <li>• Complete HIB Report Form within 2 days of incident</li> </ul>	<p><b>Process for Reporting</b></p> <ul style="list-style-type: none"> <li>• Report incidents to Administration in accordance with School Code of Conduct</li> <li>• Notify a counselor of the incident</li> </ul>	<p><b>Process for Reporting</b></p> <ul style="list-style-type: none"> <li>• Report incident to a counselor if students involved in the conflict wish to have an adult intervene</li> </ul>