

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;">Discrimination</p>	<p style="text-align: center;">Bullying (Does not involve discriminatory behavior toward protected classes of individuals)</p>	<p style="text-align: center;">Conflict</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: Race, Color, Religion, Ancestry, Gender, Sexual Orientation, Gender Identity or Expression, Mental/Physical/Sensory Disability, or Other Distinguishing Characteristic</p> <ul style="list-style-type: none"> • In all cases must show that action substantially disrupts or interferes with orderly operation of the school or 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 physical or emotional harm to his person or damage to his property; or • Has the effect of insulting or demeaning any student or group of students; or • 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 	<p>Bullying behavior is:</p> <ul style="list-style-type: none"> • Intentional • Harmful • Repetitive • Involves an imbalance of power <p>The following comprise the most common types of bullying:</p> <ul style="list-style-type: none"> • Physical Bullying (Hitting, Punching, Kicking, Shoving, Stealing) • Verbal Bullying (Making threats, Name-calling, Taunting) • Social Bullying (Spreading rumors, Excluding specific people on purpose, Breaking up Friendships) • Cyberbullying (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. 	<ul style="list-style-type: none"> • Involves people with similar degrees of power • Involves a mutual disagreement or difference in interests or goals • Includes arguments and fights • Is reciprocal; both parties participate in the conflict • Both parties are responsible for wrongdoing • The intent is not to hurt • A normal part of growing up and of life • Can be fairly resolved by compromise or negotiation
<p>Process for Reporting</p> <ul style="list-style-type: none"> • Any incidences perceived to fall within the HIB guidelines must be reported. • Verbally report incident to Principal by the end of the day • Complete HIB Report Form within 2 days of incident 	<p>Process for Reporting</p> <ul style="list-style-type: none"> • Report incidents to Administration in accordance with School Code of Conduct • Notify a counselor of the incident 	<p>Process for Reporting</p> <ul style="list-style-type: none"> • Report incident to a counselor if students involved in the conflict wish to have an adult intervene