



HIB Education



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What is HIB: Definition

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act or any electronic communication, whether it is a single incident or a series of incidents, that is:

Motivation

- reasonably perceived as being motivated by either any actual or perceived characteristic; or
- by any other distinguishing characteristic; that

Location

- 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 pupils; and that

What is HIB: Definition

Harm

- a reasonable person should know under the circumstances will have the effect of physically or emotionally harming a pupil or damaging the pupils property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property, or
- has the effect of insulting or demeaning any pupil or group or pupils, or
- creates a hostile educational environment for the pupil by interfering with a pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.

Conflict

- Reflects differences of opinion, differences in the way something is perceived, or lack of information
- Includes disagreements, arguments, and fights
- A normal part of growing up and life
- Mutually competitive or opposing action
- Usually occurs in the heat of the moment

Bullying

- One sided
- The intent is to physically or emotionally hurt someone
- The act was motivated by a distinguishing characteristic, real or perceived
- Enjoyment of the effects on the student being bullied by the person (people) doing the bullying

*****Any actions that occur that are a violation of the Code of Student Conduct will result in disciplinary action regardless of whether the actions were a conflict or HIB.*****



HIB Timeline

- All acts reported verbally on the same day to an administrator.
- A written report (338 Form) given to the building principal within 2 days of the incident.
- Investigation shall be initiated within 1 school day of the verbal report.
- The investigation shall be completed as soon as possible – no later than 10 school days.
- Results reported to the superintendent within 2 days of the completion.
- Superintendent reports results to the BOE by the meeting following the completion of the investigation.



HIB Timeline Cont:

- Parents of all parties (victim and accused) of the investigation notified within 5 school days after presentation to the board.
- Parent request a hearing before the board after receiving the information, within 10 days of the request.
- Next board of education meeting following its receipt of the report, the board shall issue a decision, in writing, to affirm, reject, or modify the superintendent's decision.
- The board's decision may be appealed to the Commissioner of Education no later than 90 days after the issuance of the board's decision.

HIB POLICY: IMPORTANT TO KNOW...

Parents:

- You are only privy to certain information.
- We are NOT allowed to provide you with the name of the accused/victim and specific action taken (i.e. detention, suspension, etc.).
- We are NOT allowed to discuss a student's academic or disciplinary history/record.
- Don't always believe what you hear.
- We are ONLY allowed to disclose:
 - If there was evidence of HIB.
 - If there was disciplinary/remedial action imposed.



HIB POLICY: IMPORTANT TO KNOW...

Parents:

- Do not be discouraged if your HIB report does not meet HIB criteria!
- DOE's definition differs from widely accepted definition
- Incident will be addressed, regardless if HIB if the action is a violation of code of conduct.
- Remedial or disciplinary action given.



Any Questions??

