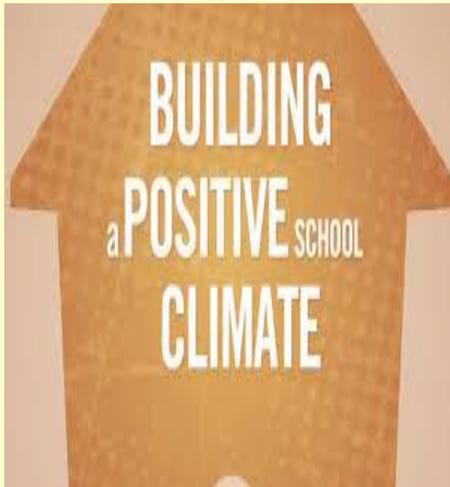


Our Mission

- Identify problematic behaviors
- Promote positive school climate
- Maintain safe schools
- Provide remediation and supports
- Enhance training of staff, students and community
- Work collaboratively with community to enhance the learning environment



Berkeley Heights Public Schools
345 Plainfield Avenue
Berkeley Heights, NJ, 07922



Understanding HIB

A Parent's Guide to the
Anti-Bullying Bill of Rights

Berkeley Heights Public Schools



Supporting Our Students

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Defining HIB

- Any gesture, any written, verbal or physical act, or any electronic communication whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identify and expression or a mental, physical or sensory disability that takes place on school property, at any school-sponsored function, on a school bus or off school grounds in cases in which a school employee is made aware of such actions.



Key Terms

ABR: Anti-Bullying Bill of Rights. The law that defines HIB and details the district’s legal responsibility for identifying potential violations, providing remediation and supports for students, and enhancing school climate.

HIB: Harassment, Intimidation and Bullying.

ABC: Anti-Bullying Coordinator. Each district has an assigned Anti-Bullying Coordinator to oversee the implementation of the district policy, consult on investigations, and to support trainings and program implementation.

ABS: Anti-Bullying Specialist. A district employee trained to conduct investigations to determine if specific incidents meet the criteria as a violation of the ABR.

Conflict: A negative interaction between students that may violate the school’s code of conduct but does not meet the criteria as a violation of the ABR.

SST/SCT: School Safety Team/School Climate Team. Each school has a team that consists of an ABS, school administrator (or designee), parent and teacher that meet a minimum of two times a year to review school HIB data and make recommendations for future trainings and supports to implement.

Remediation: The supports, actions and/or consequences that are implemented as a result of an HIB investigation. Regardless of the findings, the district will provide some level of remediation, which can take the form of counseling, imposing a consequence, altering the environment...etc. All remediation is individualized, directed towards the offenders and the victims, and are designed to distinguish unwanted behaviors while promoting positive school climate.

The Process

Day 1: HIB occurs and/or school employee learns of HIB →

Day 2: Principal initiates investigation through assigned ABS (parents contacted by Principal/Assistant Principal)→

Day 3: Written report of incident is completed→

Day13: Investigation of incident by ABS is completed (within 10 school days of initial report)→

Day 15: Results of investigation are reported to the ABC and Superintendent
*ultimately accepted at next BOE meeting (names redacted and parents formally contacted with results in writing)

HIB Reporting

When a reported incident uses the words “harassment, intimidation or bullying,” the district is required to automatically initiate a formal HIB investigation.

Parents/students are encouraged to always report concerning behaviors to staff, but do so in a manner that allows the professional staff the opportunity to conclude if a formal investigation to determine HIB is warranted or if the incident is a potential violation of the code of conduct.

Anonymous reporting of potential HIB incidents can be made through the district website:

WWW.BHPSNJ.org -> District Tab -> Student Safety and Wellness Center (scroll to end)