

# HTS HARASSMENT, INTIMIDATION & BULLYING

Parent information & school policy/procedure

OCTOBER  
Is Bullying  
Awareness  
Month

Bullying is...



Purposefully Hurtful



Often Happens Repeatedly

\* Can be a single incident as long as it fits within the criteria of the law \*



The person being bullied feels powerless

## CLASSROOM LESSONS

As part of our commitment to positive school culture we are dedicating time to properly educating our staff and students on our school wide anti-bullying program. Our school counselor, Emily Thony, is going into each classroom to conduct age appropriate lessons geared towards identifying bullying behavior, school policy, state legislation, and what students can do to prevent such behaviors.

For more information regarding school and state policy, please see our school webpage.

## LANGUAGE IS KEY!

It is critical to be mindful of the language used when reporting an incident of potential bullying, intimidation, and harassment.

**According to NJ State Law, if the words "bullying," "intimidation," and/or "harassment" are used an IMMEDIATE investigation is REQUIRED!**

We are working with students to help identify inappropriate and questionable behavior that should be addressed. Best practice is to seek out an adult within the school to report the FACTS of the situation without accusing someone of HIB. From this point, school personnel will aid in determining IF a situation constitutes as HIB and proceed accordingly.

## Formal Process

when accusations are made...

All incidents of alleged HIB must first be FORMALLY reported to the Principal via phone or email

WRITTEN REPORT given to Principal

Results reported to the Superintendent

Parents receive, in writing, results of investigation

Principal informs parents/guardians of all students involved in alleged incident

Principal initiates investigation (completed within 10 days)

Confirmed incidents reported (confidentially) to BOE