
- **Definition of HIB**: incident or incidents, including *off school grounds* (if it substantially disrupts or interferes with school operation or student rights), if behavior harmful physically or emotionally, if behavior creates a hostile educational environment, interferes w the student's education or severely or pervasively causes physical or emotional harm.

- **Enumeration**: vulnerable populations identified, as in in NJ Law Against Discrimination.

- **Principal appoints** "anti-bullying specialist", who chairs safety team, counseling staff or person 'w similar training' (construed broadly, could be a teacher).

- **Superintendent appoints** District "anti-bullying coordinator", who coordinates training/support for school specialists, meets regularly with school specialists.

- School establishes a *safety team* (climate team): principal or designee (senior administrator), teacher, the specialist, a parent, other members. Tasks of the team are specified, includes strengthening climate, investigating bullying reports.

- Verbal report to principal same day by any employee witnessing/receiving reliable info.

- **Principal informs parent/s of all students involved.**

- Written report to principal w/in two school days.

- **District policy** includes procedure for 'prompt investigation' of reports, including: investigation initiated by principal w/in one school day of report, conducted by anti-bullying specialist, completed not later than 10 school days from written report.

- **Suspend/expel** for HIB.

- **Results of investigation** reported to superintendent w/in two school days of completion, then superintendent response; report to BOE at next meeting.

- **Parents receive written report w/in 5 days** after BOE receives report. Parent can request BOE hearing w/in 10 days. BOE decides. Parent can appeal to Commissioner (DOE) w/in 90 days. Parent can complain to DCR (if bias-based) w/in 180 days.

- **Range of school responses** defined by principal and anti-bullying specialist.

- **Principal reports** HIB response to superintendent, superintendent reports to BOE x 2/year, including HIB targeting protected categories, then report to DOE (state), data per school.

- **Suicide training** for teachers includes training on HIB

- **DOE report cards** include HIB data

- **Board member training** includes HIB, training developed by NJSBA w an advisory group

- **DOE grades schools**, develops guidelines for grading, grade posted on school homepage, and district site, w link to report, within 10 days from receipt of grade.

- **DOE Commissioner reports** to legislature x1/year, report released 10/1, posted on DOE site.

- **Link to policy on home page**, distributed annually; **contact info** for district/school specialists.

- **DOE develops model policy.**

- **School administrator** who doesn't investigate subject to discipline (measures not specified).

- **Schools and Districts** conduct **annual review** of policy and implement/update HIB approaches.

- **Train everyone at school**, including volunteers and contractors/vendors.

- **DOE and DCR develop guidance** for schools (not only bias-based), posted on all websites, and an on-line training tutorial, including assessment of HIB knowledge.

- **Commissioner establishes protocol** for investigating when bullying not adequately addressed.

- **Commissioner establishes training**, including on-line, in consultation with an advisory group.

- **Week of Respect** (week begins w **1st Monday**).

- **Colleges** must have HIB policies; **teacher prep training** at colleges/universities includes HIB.

- **Private schools** encouraged to comply w the law.