

The Nutley School District Bi-Annual H.I.B. Report:

January 2014 – June 2014

Presented by:

Russell Lazovick, Superintendent

Joseph Cappello, Anti-Bullying Coordinator

November 17, 2014



Definition:

**Harassment,
Intimidation
And
Bullying**



Violates the law if it is:

Definition of H.I.B.

Any gesture, any written, verbal, or physical act, or any electronic communication whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic...or

By any other distinguishing characteristic; and that



Violates the law if it is:

Definition of H.I.B.

2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds that

(a) substantially disrupts or interferes with the orderly operation of the school or

(b) the rights of other students;
and that



Violates the law if it is:

3. One of the following:

Definition of H.I.B.

- ☐ 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/her person or damage to his/her property; or
- ☐ Effect of insulting or demeaning any student or group of students; or
- ☐ Create a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm.



Characteristics under the Anti-Bullying Bill of Rights:

- ☐ Race
- ☐ Color
- ☐ Religion
- ☐ Ancestry
- ☐ National Origin
- ☐ Sexual Orientation
- ☐ Gender
- ☐ Gender Identity and Expression
- ☐ Mental, Physical or Sensory Disability
- ☐ Any other distinguishing characteristic



Any other Distinguishing Characteristics

Any and all other actual or perceived personal characteristics, behaviors, beliefs affiliations, including, but not limited to:

- **Height/Weight**
- **Socio-Economic Status**
- **Hair Color / Style**
- **Birth Mark / Freckles**
- **Accent / Lisp / Stutter**
- **Way someone walks**
- **Academics**



Anti-Bullying Staff

➤ **Anti-Bullying Coordinator: Joseph Cappello**

➤ **Anti-Bullying Specialists/Investigators:**

- **Lincoln School: Nancy Thunell**
- **Radcliffe: Lauren Fontana**
- **Spring Garden: Kelli Cerniglia**
- **Washington: Kelli Cerniglia**
- **Yantacaw: Lauren Fontana**
- **JHWMS: Alisa Gennace**
- **NHS: Lisa Cassilli**



H.I.B. Statistics

January 2014 – June 2014

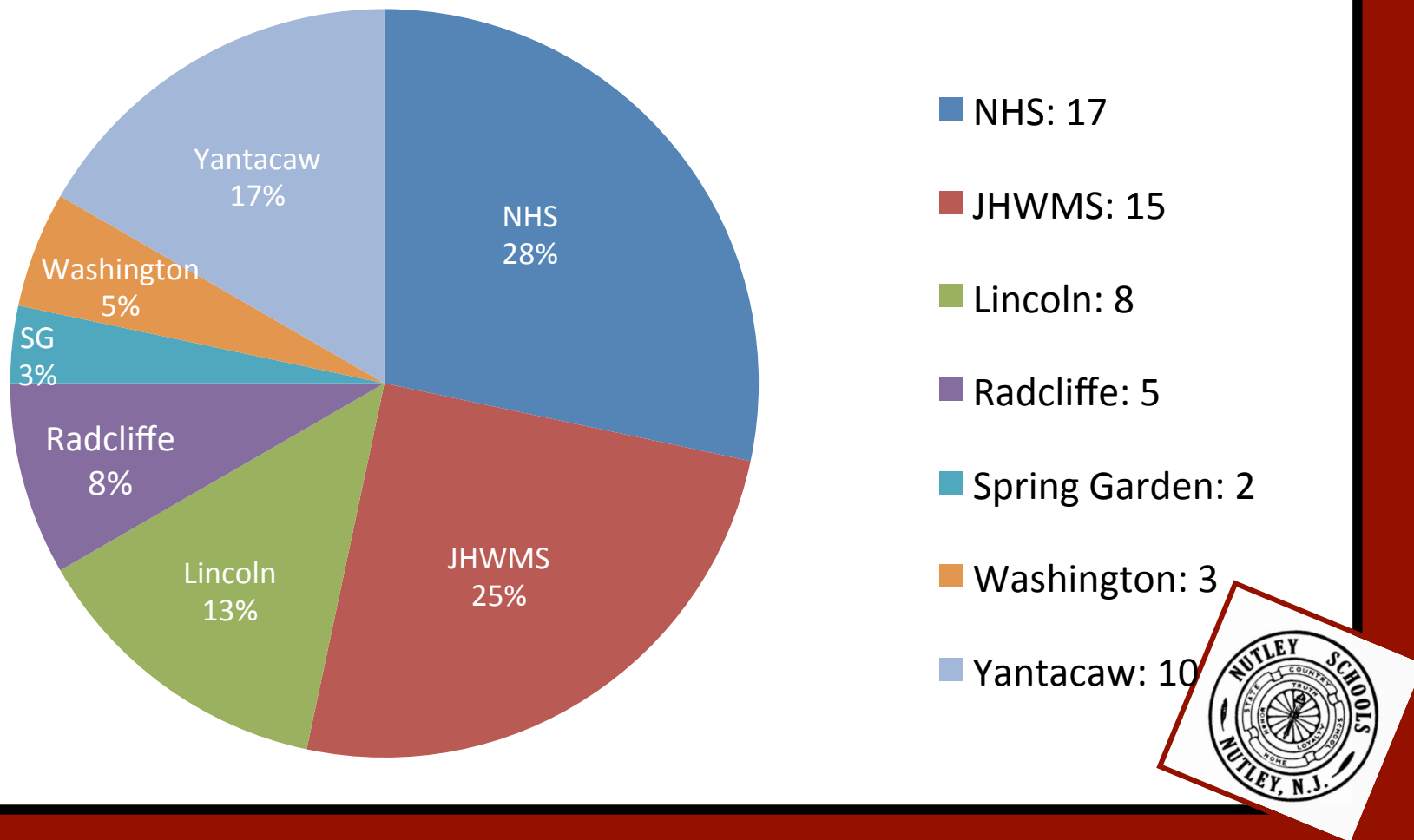
Bi-Annual Report: Harassment, Intimidation and Bullying



H.I.B. Statistics

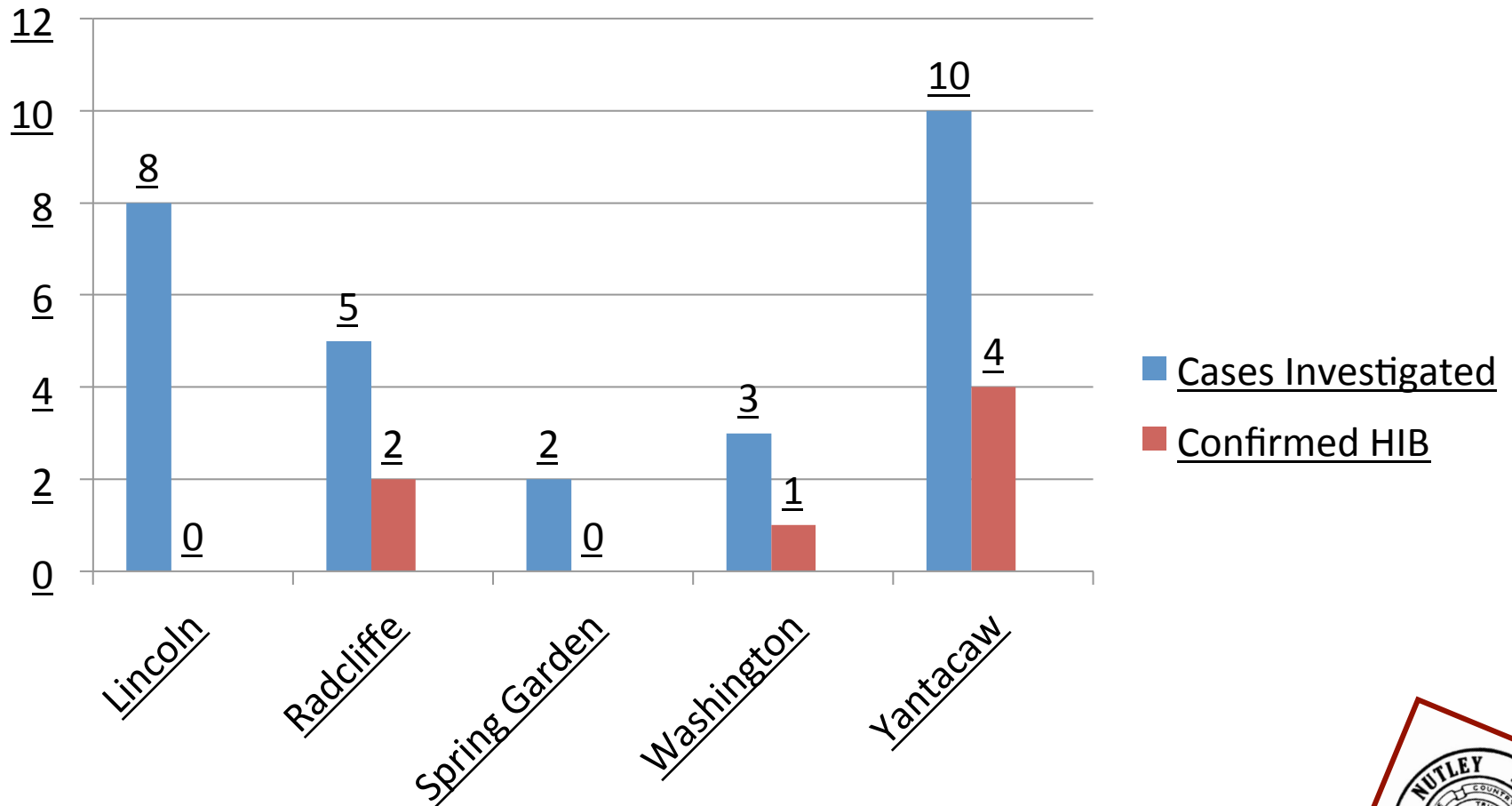
January 2014 – June 2014

Total Number of HIB Cases Investigated: 60



Elementary Level

January 2014 - June 2014



Elementary Level Protected Characteristics

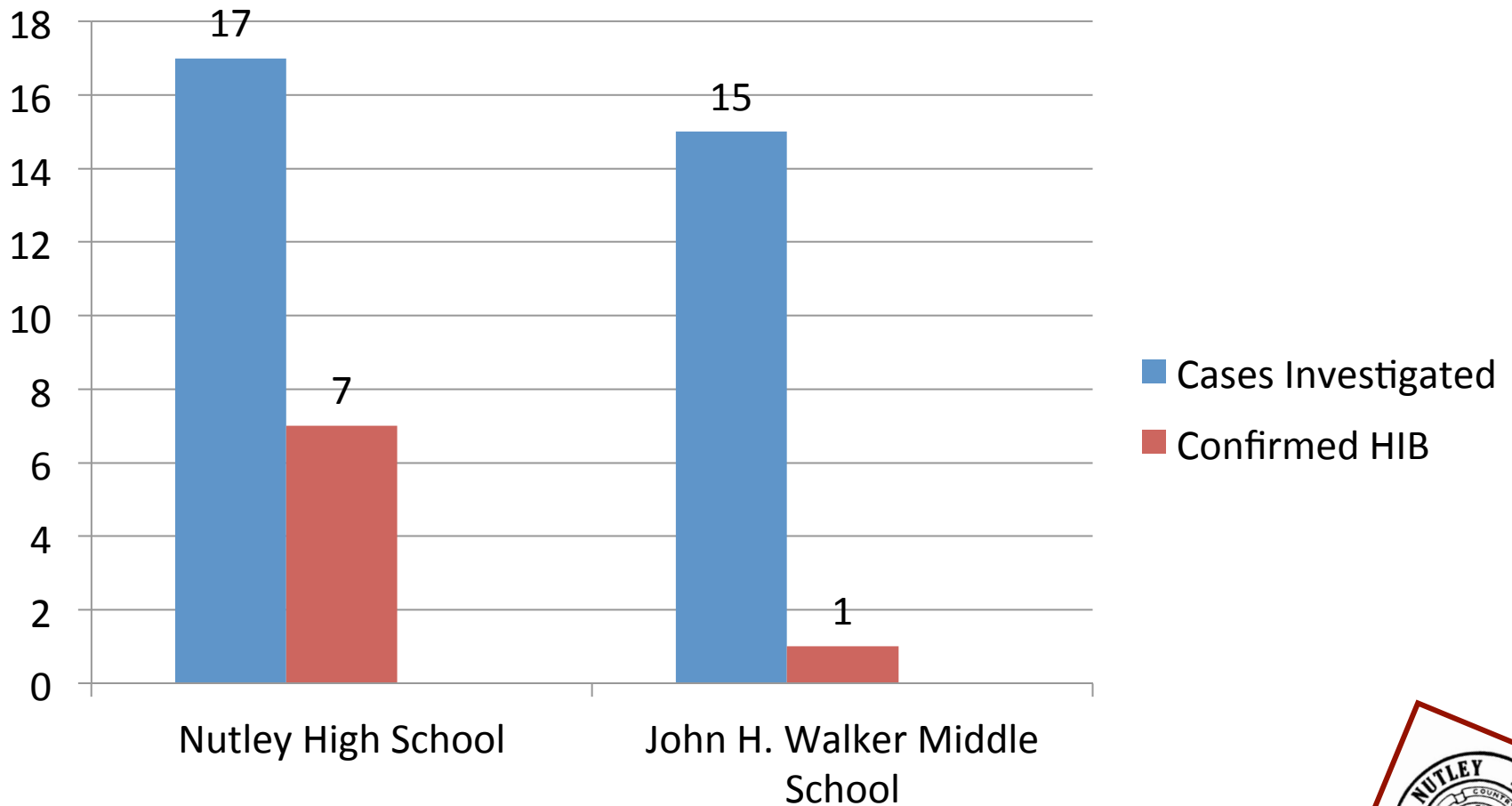
Confirmed HIB cases (7) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- **Race - 2**
- **Color - 0**
- **Religion - 0**
- **Ancestry - 0**
- **National Origin - 0**
- **Gender - 0**
- **Sexual Orientation - 3**
- **Gender identity/expression - 0**
- **Mental, physical, sensory disability - 1**
- **Other distinguishing characteristic - 4**



Secondary Level

January 2014 – June 2014



Secondary Level

Protected Characteristics

Confirmed HIB cases (8) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- **Race - 2**
- **Color – 0**
- **Religion - 0**
- **Ancestry - 0**
- **National Origin - 0**
- **Gender - 4**
- **Sexual Orientation - 0**
- **Gender identity/expression - 0**
- **Mental, physical, sensory disability - 0**
- **Other distinguishing characteristic - 5**



H.I.B. Programs

January 2014 – June 2014

➤ District Wide

- ☐ **New Staff Trainings (7)**
- ☐ **Meetings with Anti-Bullying Specialists (2)**
- ☐ **Member of the Bergen County ABC Association**
- ☐ **PA announcements acknowledging positive accomplishments**
- ☐ **Guidance Department Newsletters**
- ☐ **Nutley Youth Survey**
 - **Parent Information Session (January)**
 - **Implementation of survey (Grades 7-12)**



H.I.B. Programs

January 2014 – June 2014

➤ Individual Level:

- ☐ **Discipline (loss of privileges, detention, suspension, warning)**
- ☐ **Support services via Guidance and Special Services Departments**
- ☐ **Assignments (apology letters, research projects, reflection essays)**
- ☐ **Affirmative Action**
- ☐ **Misc. (parent conferences; locker, seat and schedule change; staff monitoring)**



H.I.B. Programs

January 2014 – June 2014

➤ Classroom Level:

- ☐ **New Jersey Child Assault Prevention**
- ☐ **Elementary character education program**
- ☐ **Classroom lessons infused into curriculum**

➤ School Level:

- ☐ **Clubs**
- ☐ **Assemblies**
- ☐ **Fundraisers**
- ☐ **Theme Days / Spirit Week**



H.I.B. Programs

January 2014 – June 2014

➤ Community Level

☐ Parent Workshops

- *Helping Children Learn Emotional Regulation and Empathy*

☐ H.O.P.E.

☐ C.H.A.M.P.

☐ S.O.S.

☐ Nutley Municipal Alliance Committee



Week of Respect

➤ District Wide

- STOMP Out Bullying: BLUE SHIRT DAY on October 6th
- PA Announcements
- Media Specialists Display

➤ Elementary Level: *The Potato Chip Champ* Activity

- Individual Kindness Patches joined to create classroom quilts

➤ WMS: *Circles of Strength* Activity

- Banner and pennants

➤ NHS: Classroom lessons and club led activities



NJ Dept. of Education

- HIB-ITP report provided to NJDOE (July 2014)
- School Self-Assessment for Determining HIB Grades submitted (July 2014)
- Awaiting HIB Grades
(July 1, 2013 - June 30, 2014)
- Grades to be posted on district's homepage and each school's website.
- Link to the district's HIB report to be available on district's homepage



Thank You

