

The Nutley School District



Harassment, Intimidation and Bullying

Presented by: Russell Lazovick, Superintendent

Joseph Cappello, Anti-Bullying Coordinator

Definition

**Harassment,
Intimidation
And
Bullying**

HIB violates the law if it is:

Definition of HIB

HIB means 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
2. By any other distinguishing characteristic; and that

***Definition of
HIB***

3. 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 pupils;and that
4. The act(s) will have the effect of physically or emotionally harming a pupil or damaging the pupil's property, or placing a pupil in fear of physical or emotional harm to him/herself or damage to his/her property

***Definition of
HIB***

5. Has the effect of insulting or demeaning any pupil or group of pupils; or
6. 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.

Definition of student “characteristics” under the school bullying law:

Definition of HIB

- Race
- Color
- Religion
- Ancestry
- National Origin
- Gender
- Sexual
Orientation
- Gender identity
/expression
- Mental, physical
sensory disability
- Or “any other
distinguishing
characteristic”

Preparation for September 2011

➤ Appointment of the following
Anti-Bullying staff:

- Anti-Bullying Coordinator
- Anti-Bullying Specialists (ABS)
- School Safety Team Members
 - ABS
 - Parent
 - Teachers
 - Principal/
Vice Principal

Preparation for September 2011

- Anti-Bullying Coordinator: Joseph Cappello

- Anti-Bullying Specialists:
 - Lincoln School: Nancy Thunell, (973)661-8502
 - Radcliffe: Nancy Thunell, -8820
 - Spring Garden: Antoinette Frannicola, -8983
 - Washington: Kelli Cerniglia, -8888
 - Yantacaw: Lesslie Licameli, -8892
 - JHWMS: Alisa Gennace, -8875
 - NHS: Lisa Cassilli, -8997

Preparation for September 2011

- Attended Anti-Bullying Bill of Rights Professional Development Training
- Anti-Bullying staff met prior to September 2011
 - Familiarize with policy and procedures
 - Development of forms
 - Articulation Day Presentation (HIB Training)
 - Week of Respect Activities

HIB Programs

- Articulation Day: September 9, 2011
 - Six additional staff training sessions facilitated by ABC
- Week of Respect (Oct. 3-7, 2011)
- Classroom Lessons
- Monthly meetings with Anti-Bullying Specialists
- HIB Resource Page on District Website
- *Making the Connection* Parent Workshop

HIB Statistics

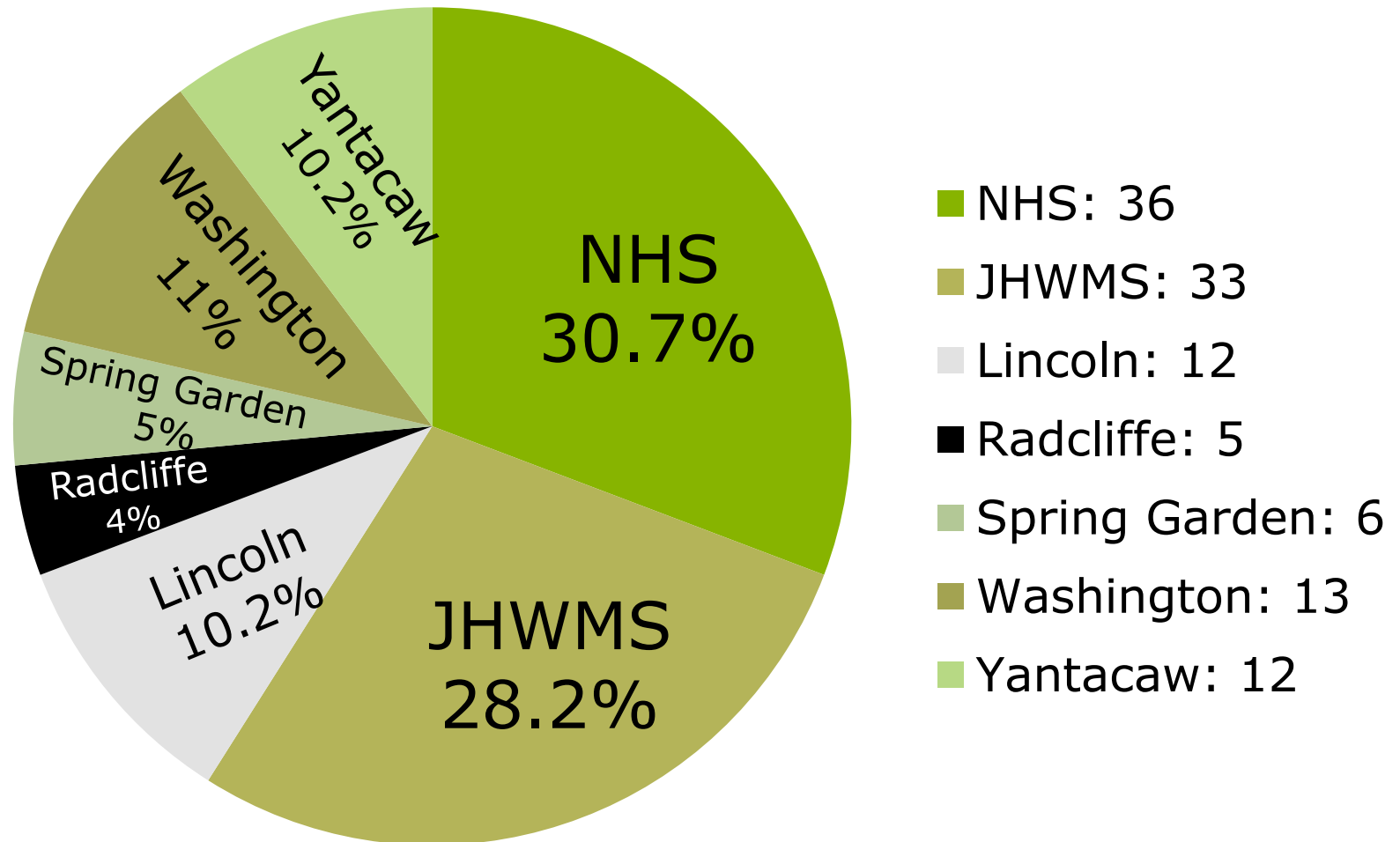
September 2011-December 2011

Bi-Annual Report: Harassment, Intimidation and Bullying

HIB Statistics

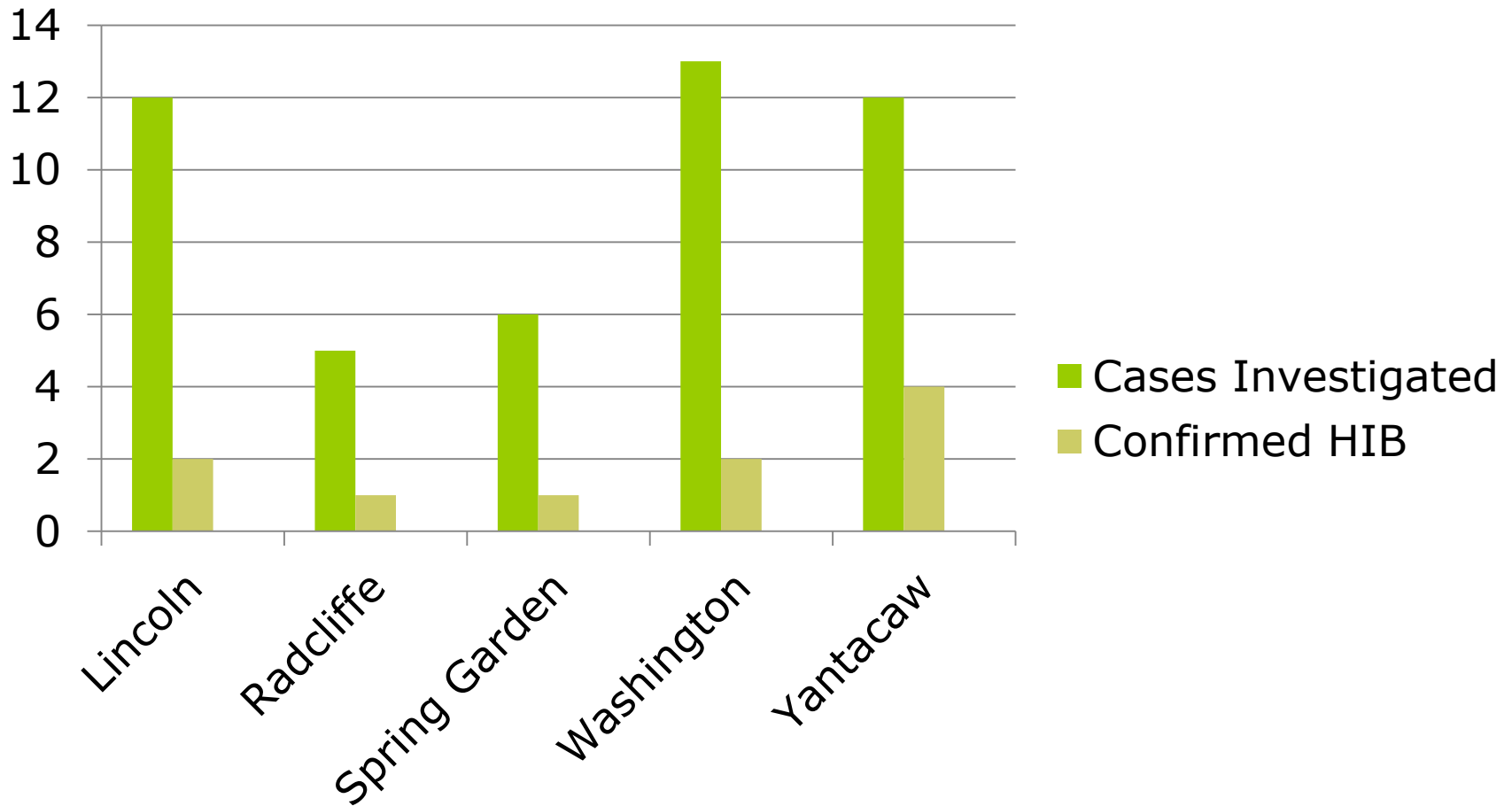
September 2011-December 2011

Total Number of HIB Cases Reported: 117



Elementary Level

September 2011-December 2011



Elementary Level

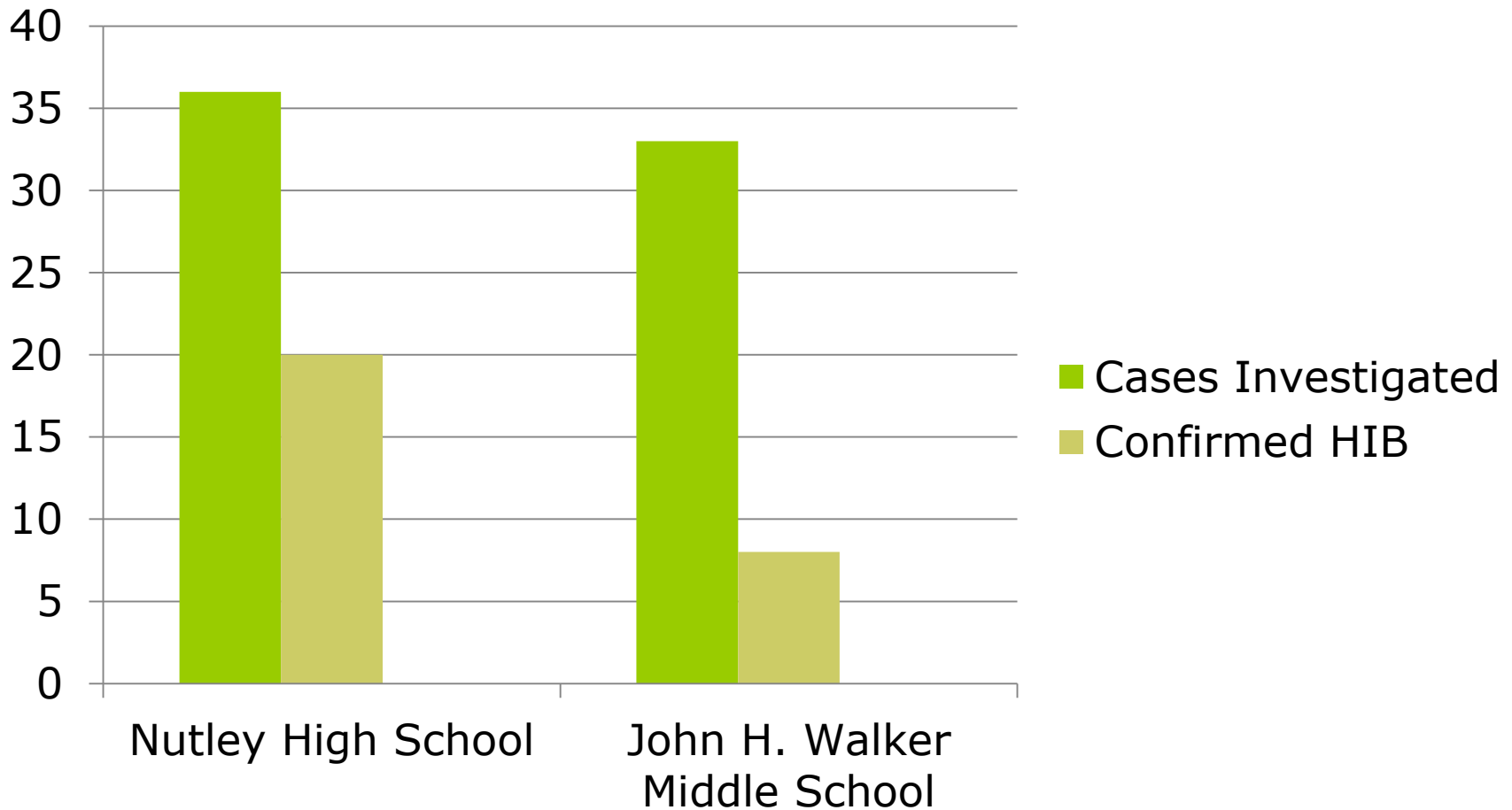
Protected Characteristics

Confirmed HIB cases (10) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- Race - 1
 - Color - 0
 - Religion - 0
 - Ancestry - 0
 - National Origin - 0
 - Gender - 0
 - Sexual Orientation - 1
 - Gender identity/expression - 0
 - Mental, physical, sensory disability - 1
 - Other distinguishing characteristic - 1
- * Six confirmed cases not motivated by a protected characteristic

Secondary Level

September 2011-December 2011



Secondary Level

Protected Characteristics

Confirmed HIB cases (28) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

- Race - 4
 - Color - 1
 - Religion - 0
 - Ancestry - 0
 - National Origin - 1
 - Gender - 3
 - Sexual Orientation - 6
 - Gender identity/expression - 0
 - Mental, physical, sensory disability - 3
 - Other distinguishing characteristic - 8
- * Five confirmed cases not motivated by a protected characteristic

Council on Local Mandates

January 27, 2012 Ruling

Allamuchy School District filed a complaint

- The law imposes an unconstitutional “unfunded mandate” on public school districts.
- If not state funded by the council’s formal decision (possibly within 60 days), the law will expire.

Bullying Prevention Program Needs:

- Adoption of a research-based prevention program
 - Olweus Bullying Prevention Program
- Assess current structure of anti-bullying staff
 - ABS teaching schedule

Resources

[Harassment, Intimidation, and Bullying
Resource Page](#)



Nutley Public School District

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- Eng III AP and Honors Summer Reading List

Harassment, Intimidation, and Bullying

District Anti-Bullying Coordinator

Mr. Joseph Cappello, M.S.W., S.A.C.

(973) 661-8989, jcappello@nutleyschools.org

The "Anti-Bullying Bill of Rights Act" enacted by the New Jersey Senate and General Assembly requires that each district post staff contact information, policies, and other information regarding harassment, intimidation, and bullying. The following information is intended to serve as a resource for parents/guardians, students and staff.

Harassment, Intimidation, and Bullying Definition

Harassment, Intimidation, Bullying (HIB) Incident Report Form

Board Policies related to Anti-Bullying:

- Policy 5512 Harassment, Intimidation, and Bullying
- Regulation 5512 Harassment, Intimidation, and Bullying
- Policy 5600 Pupil Discipline / Code of Conduct
- Regulation 5600 Pupil Discipline / Code of Conduct

Parent/Guardian HIB Presentation:

Harassment, Intimidation, and Bullying

Harassment, Intimidation, Bullying (HIB) Incident Report Form

Harassment, Intimidation, and Bullying Resource Page

Anti-Bullying Coordinator

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Anti-Bullying Specialist (NHS)

Lisa Cassilli

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Anti-Bullying Specialist (JHWMS)

Alisa Gennace

Thank You