

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

**January 2016 – June 2016**

**Presented by:**

**Dr. Julie Glazer, Superintendent**

**Joseph Cappello, Anti-Bullying Coordinator**

**November 28, 2016**



**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:

## Definition of H.I.B.

3. One of the following:

- 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 2016 – June 2016**

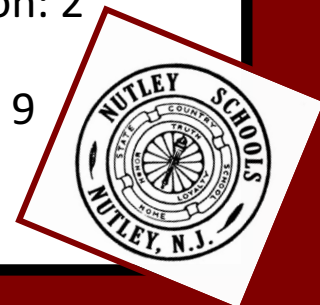
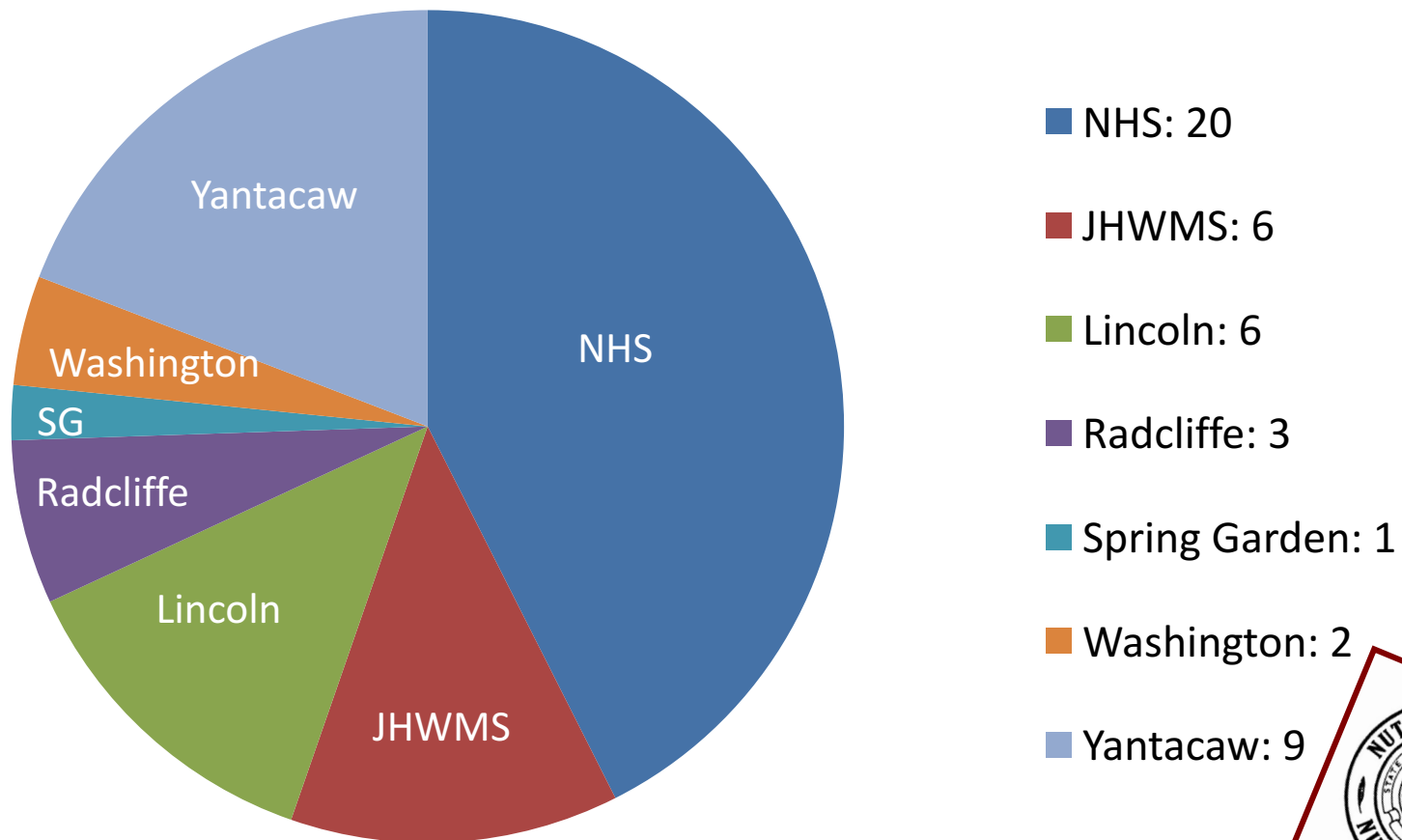
## **Bi-Annual Report: Harassment, Intimidation and Bullying**



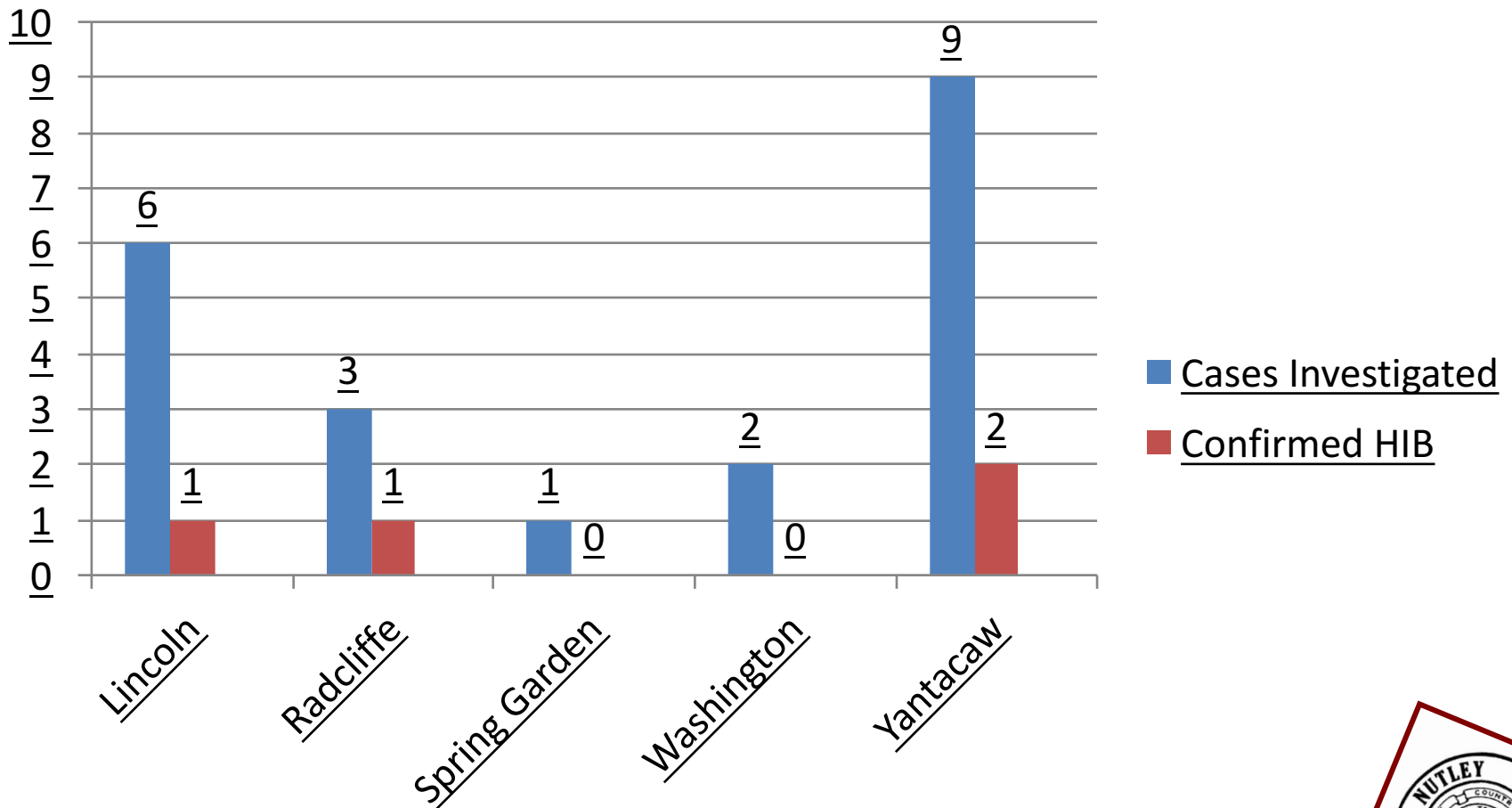
# H.I.B. Statistics

## January 2016 – June 2016

Total Number of HIB Cases Investigated: 47



# Elementary Level January 2016 – June 2016



# Elementary Level

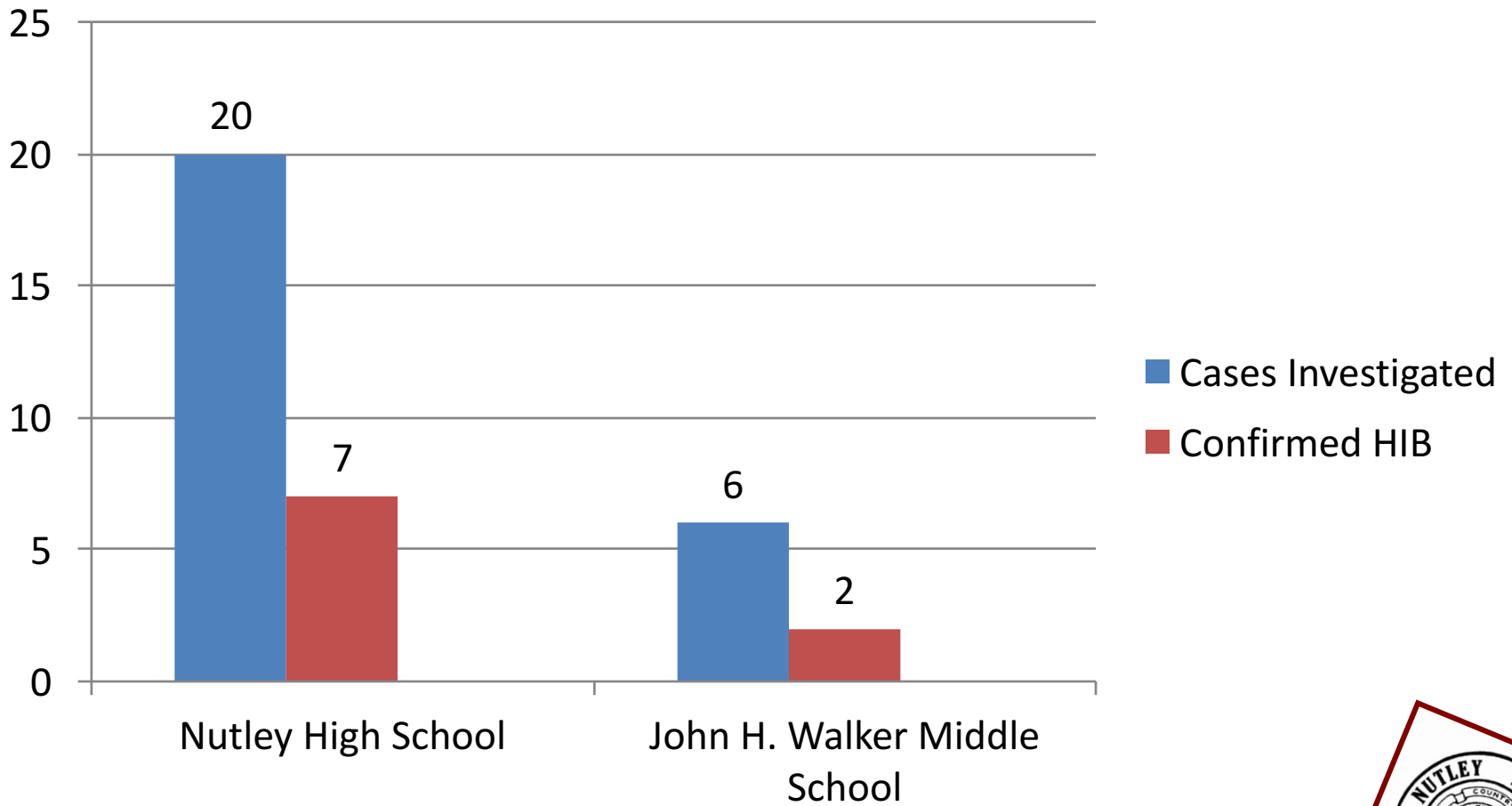
## Protected Characteristics

Confirmed HIB cases (4) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

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



# Secondary Level January 2016 – June 2016



# Secondary Level

## Protected Characteristics

Confirmed HIB cases (9) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:

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



# H.I.B. Programs

January 2016 – June 2016

## ➤ District Wide

- New Staff HIB Trainings (7)
- Meetings with Anti-Bullying Specialists
- Elementary NJCAP Parent Training
- Member of the online ABC Association
- PA announcements acknowledging positive accomplishments
- School Counseling Department Newsletters
- HIB Link on district website
- Affirmative Action Training



# H.I.B. Programs

## January 2016 – June 2016

### ➤ Individual Level:

- Discipline (loss of privileges, detention, suspension, warning)
- Support services via Guidance and Special Services Departments
- Assignments (apology letter, research project, reflection essay, reaction essay to a book)
- Affirmative Action
- Misc. (parent conference; locker, seat and schedule change; staff monitoring)
- Contact with Nutley Police Department





# H.I.B. Programs

## January 2016 – June 2016

### ➤ Classroom Level:

- Elementary character education program
- L.E.A.D. – Law Enforcement Against Drugs
- NJCAP Elementary Program
- JHWMS Advisory Periods (2x per month)
- Classroom lessons infused into curriculum or as a remedial measure to address an incident

### ➤ School Level:

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



# H.I.B. Programs

## January 2016 – June 2016

### ➤ Community Level

C.H.A.M.P.

S.O.S. - Shovel Out Seniors

Nutley Municipal Alliance Committee

Nutley Athletics – Community Service



# Week of Respect 2016

## ➤ District Wide

- *STOMP Out Bullying: BLUE SHIRT DAY* on October 5<sup>th</sup>
- PA Announcements
- Media Specialists' Displays

## ➤ Elementary Level: Discussions of the importance of showing kindness and respecting others.

- *The Invisible Boy* – Grades K-4
- *What Would You do?* – Grades 5-6

## ➤ WMS: Advisory lesson *One School, One Goal: Be Bully Free*

- *One School, One Goal: Be Bully Free* banner and pennants

## ➤ NHS: Raider Recognition, Themed Spirit Days



# NJ Dept. of Education

- **HIB-ITP report provided to NJDOE (July 2016)**
- **School Self-Assessment for Determining HIB Grades submitted (August 2016)**
- **Anti-Bullying Bill of Rights Grades for July 1, 2015 - June 30, 2016 posted on the district's homepage and each school's website.**
- **Grades available in the HIB link found on district's homepage.**



# Thank You

