

Wayne Township School District

Policy 5512: Harassment, Intimidation and Bullying (HIB)



The definition of HIB

- ❖ An act, words, or electronic communication;
- ❖ Reasonably perceived motivated by national origin, gender, sexual orientation, gender identity and expression, disability, or other distinguishing characteristic; and
- ❖ Happens on school property, at school sponsored functions, school bus, or off grounds; and
- ❖ Substantially disrupts or interferes with the operation of the school or rights of other students; and
- ❖ Reasonable person should know, will physically or emotionally harm student or damage student's property or place student in reasonable fear of harm; or
- ❖ Has the effect of insulting or demeaning student or group of students; or
- ❖ Creates a hostile educational environment.

What is considered bullying?

- Threatening;
- Typing something on a computer or texting something mean to or about someone else because of a distinguishing characteristic;
- Physically harming someone;
- Making fun of someone because of a distinguishing characteristic;
- Writing something bad about someone because of a distinguishing characteristic;
- Leaving someone out because of a distinguishing characteristic



What is not considered bullying?

- Walking into someone by mistake;
- Getting mad at a friend because you had a bad day;
- Your friend wants to play with a different friend one day;
- You ask someone to play with you but they say they are already playing with someone else.

Reporting and Investigating

Reports of possible HIB should be reported on the same day to the Principal verbally.

A written report should be submitted to the Principal within two school days of the verbal report.

The Principal will inform the parents of all students involved that there will be an investigation of the alleged incident by the Anti-Bullying Specialist (ABS).

Upon receiving a report, the Principal will take measures to ensure the safety, health, and welfare of all parties pending the findings.

Written findings are submitted to the Principal within 10 days of the initial report.

The ABS will submit the report to the Superintendent within two school days of the completion of the written findings.

The Superintendent will report the result to the Board of Education (BOE) for the regularly scheduled BOE meeting following the completion of the written findings.

Parents of the parties to the investigation are provided with information regarding the investigation in writing within five school days after the results of the investigation are reported to the BOE.

Why are some people picked on or bullied?

- They look, feel, and think differently
- They aren't friends with a particular group

For additional information check out the HIB tab on the District Website

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What can you do if you or someone you know is being picked on?

- Tell a trusted adult immediately;
- Do not give the bully power by believing what the bully is saying about you or to you;
- Walk away;
- Use humor or say something unexpected or silly;
- Do not defend yourself by being physical or hurting the bully's feelings;
- If your friend is bullying someone, be strong and do not feel like you have to be his/her friend;
- If someone is being bullied, be a friend to him or her. He or she needs support and to know that they can trust other children;
- Help everyone respect others;
- Be a role model and an upstander for others.



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