

HIB and School Board Members as Role Models

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May 10, 2024



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Goals for Today

- How is HIB defined and identified under the HIB law?
- What are individual board member's responsibilities under the HIB law?
- What are the major requirements of the HIB law?
- What is board's role in district implementation of the HIB requirements?
- Review 2022 Amendments to the ABR



Anti-Bullying Bill of Rights Act

P.L. 2010, Chapter 122

Approved January 5, 2011, Effective 9/1/2011

Amended by P.L 2012, Chapter 1 3/26/12

N.J.S.A. 18A:37-13 et. seq.

Amended by P.L.2017, c.274 1/8/2018

Amended by P.L.2021, c.338, 1/10/22

Amending

P.L. 2002, Chapter 83

P.L. 2007, Chapter 129

P.L. 2007, Chapter 303



Why?

- Tyler Clementi
- 18 years old- died by suicide- September 22, 2010
- First Year Student at Rutgers
- Victim of Cyber Harassment and Humiliation



What is HIB?

WHAT IS HIB?

- Can include gestures, written, verbal & physical acts, & electronic communication
- May be single or series of incidents
- Can take place on school property, school-sponsored function or school bus, or off school grounds

What is HIB?

The gesture, act or communication is reasonably perceived to be motivated by any actual or perceived characteristic:

Race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, mental, physical or sensory disability or any other distinguishing characteristic

What is HIB?

The gesture, act or communication:

Substantially disrupts/interferes with orderly operation of school or rights of other students and

- Has effect of--or creates reasonable fear of-- physical/emotional harm to student or damage to student's property, or
- Has effect of insulting/ demeaning any student or group of students, or
- Creates a hostile educational environment for the student by interfering with student's education or by severely or pervasively causing him/her physical or emotional harm.

Role of the Board Member

ROLE OF BOARD/BOARD MEMBERS

- Adopt and reviews policies
- Report incidents
- Act on administrator recommendations
- Oversight of school climate
- Participate in hearings

Role of the Board Member

ROLE OF BOARD/BOARD MEMBERS

BE A Role Model



Board Member as a Role Model

Why Be a Role Model

- Students are watching Board Meetings and the behaviors of adults at those meetings
- Since COVID – we know that students are watching virtual board meetings at home with their parents and attending in-person meetings.
- Students are reading your social media posts

Board Member as a Role Model

Why Be a Role Model (continued)

- All districts with a high school are now required to have a student representative on the Board.
- Student representatives are reporting back to the student body

Board Member as a Role Model

Actions to Help Stop Bullying – As an Adult from the DOE’s Guidance on the Anti Bullying Bill of Rights. – September 2012

Build Empathy – “Encourage empathy by teaching children about the struggles all humans face, including pain, rejection and misunderstanding. Help children understand the common human experience and to understand and accept all people, especially those who look, speak act or seem different from them.”

Board Member as a Role Model

Actions to Help Stop Bullying – As an Adult from the DOE’s Guidance on the Anti Bullying Bill of Rights. – September 2012

Teach respect – “Teach respect for differences among people.”

And demonstrate that from the Dais.

Board Member as a Role Model

Actions to Help Stop Bullying – As an Adult from the DOE’s Guidance on the Anti Bullying Bill of Rights. – September 2012

Be a Role Model – “Behave the way you want your children to behave. Being patient and respectful is one of the most effective ways to show your children how to be patient, understanding and respectful of the rights of other individuals or groups. Children who hear hurtful or ‘put down’ words to describe people, groups or things that they do not like, will use the same language.”

HIB Board Policy Components

- Training
- Notification and Dissemination of Policy
- Reporting HIB incidents
- Investigation Procedures
- Results of Investigations
- Appeal Process
- Public Reporting
- Documentation of HIB

Role of the Board

- Ensure proper staff in place/trained
- Continually examine data
- Request superintendent reports on prevention/effectiveness
- Evaluate investigation process
- Revise policy where necessary/involve community

Process

Reporting and Adjudication Process

- **Principal** – receives the complaint
- **Anti-Bullying Specialist** - investigates
- **Superintendent (CSA)** - recommends
- **Board of Education** – adopts, rejects modifies

Superintendent Report to the Board

- Results of each investigation
- Services provided to both the alleged victim and aggressor
- Training established
- Discipline imposed
- Other action taken or recommended by the superintendent

Process

Superintendent Report to the Board - Board Review

- Next board of education meeting following receipt of the report
- Board written decision
- Affirming, rejecting or modifying superintendent's decision

Climate and Culture

IMPROVING SCHOOL CLIMATE

School Safety Team- one per school

- Fosters positive school climate, addresses HIB
- Meets at least 2x per school year
- Includes principal or designee; anti-bullying specialist (chair), and teacher; school parent, others as appointed by the principal

Anti-bullying Specialist - one per school

Anti-bullying Coordinator- one per district

- Liaison between anti-bullying specialists and board of education

Climate and Culture

IMPROVING SCHOOL CLIMATE

Data from:

- **CSA's investigation reports**
- **CSA's biannual reports**
- **Districts HIB grade** will assist your board in identifying strengths and weaknesses in its HIB policy and implementation of its program via the School Safety Data System.
- <https://homerom4.doe.state.nj.us/ssds/>

For Adults

Brief Facts and Tips for Children and Adults by the National Association of School Psychologists

www.nasponline.org

For Adults:

- Model and Teach respectful behavior systematically
- Develop, implement and enforce antibullying policies
- Recognize bullying as a mental health and relationship issue

For Adults

Brief Facts and Tips for Children and Adults by the National Association of School Psychologists

For Adults:

- Use a comprehensive approach to address bullying.
- Teach responsible use of technology
- Provide support to students who may be marginalized (LGBTQ, religious minorities, students with disabilities)
- Address bullying with bystanders and stress the importance and responsibility to stop harassment and intimidation'

2022 Amendments to ABR

- Districts Must Revise HIB Policies to reflect the 2022 Amendments and submit to County Executive Superintendent
- HIB complaints must be on numbered form **HIB Form 338** from DOE, to be completed even if incident determined outside of scope of HIB
- Districts must provide a link to the revised HIB policy and HIB 338 form on their websites

2022 Amendments to ABR

- District must add the contact information to the NJDOE's State School Climate Coordinator on district's website

- hib@doe.nj.gov



2022 Amendments to ABR

- **DOE Resources – Must Reads !!**
- HIB 338 HIB Complaint Form
- [HIB Incident Form: LEAs \(nj.gov\)](#)
- Email feedback on form to DOE:
HIB338@doe.nj.gov



2022 Amendments to ABR

- **Broadcast Memorandum 8/29/22**
- [Date Broadcast Memo \(state.nj.us\)](#)
- HIB forms
- DOE's Model Policy



2022 Amendments

- Must reads (cont'd):
 - DOE guidance and FAQ
 - [2022 Amendments to New Jersey's Anti-Bullying Bill of Rights Act \(ABR\): FAQs & Resources \(nj.gov\)](#)



2022 Amendments

- Consequences for student committing HIB act may include:
 - First and second acts - copy of investigation results placed in file, may be subject to remedial action
 - Second act – investigation results on student record, may be subject to remedial action

2022 Amendments (cont'd)

- Consequences may include, cont'd:
 - Third act
 - copy investigation results placed in the student's record
 - Principal in consultation with school staff to develop student intervention plan
 - May require student, w/ parent/guardian, to complete class/training program to reduce HIB behavior.
 - CSA/designee and principal to consult law enforcement if possible criminal violation



Last Thoughts

- **Student's actions satisfy HIB definition**
- **Adults not "victims" under Act; only students can be "victims"**
- **Student Code of Conduct**
- **Just because something is not HIB does not mean it doesn't violate something**

Questions?



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