



HARASSMENT, INTIMIDATION AND BULLY (HIB)

PLAINFIELD PUBLIC SCHOOL DISTRICT
DR. DIANA MITCHELL, SUPERINTENDENT
DENISE SHIPMAN, DISTRICT ANTI- BULLYING COORDINATOR
SEPTEMBER 2022
PUBLIC BOARD PRESENTATION

NEW JERSEY ANTI- BULLYING LAW

Bullying is any gesture, any written, verbal or physical act, or any electronic communication that is reasonably perceived as being motivated by either an actual or perceived characteristic, such as:

- Race
- Color
- Religion
- Ancestry
- National origin
- Gender
- Sexual orientation
- Gender identity and expression
- Mental, physical, or sensory disability
- Any other distinguishing characteristic



Normal Conflict/Mean Behavior

Normal Conflict

- Equal power/friends
- Happens occasionally
- Accidental/Not Serious
- Not Seeking Power
- Remorse-will take responsibility
- Effort to solve the problem

Bullying

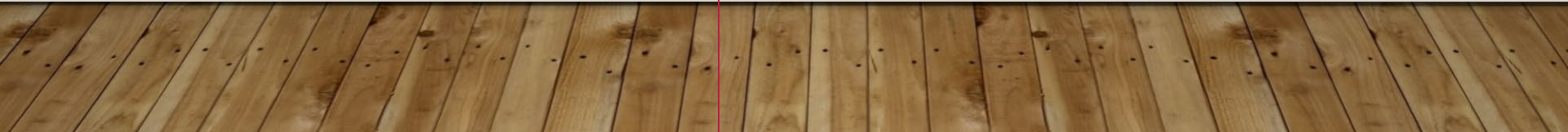
- Imbalance of power
- Repeated negative actions
- Intentional
- Physical harm
- Blames target
- No effort to solve the problem



SUMMARY OF HIB REPORTS

Quantity of Reports Received	Quantity of Incidents verified through investigations	Nature of HIB Incidents	Breakdown of HIB Clusters	Location of HIB
<input type="checkbox"/> 44	<input type="checkbox"/> Confirmed – 29 <input type="checkbox"/> Non-Confirmed – 15	<input type="checkbox"/> Name Calling <input type="checkbox"/> Inappropriate touching <input type="checkbox"/> Cyber-Bullying <input type="checkbox"/> Threats/ Physical acts <input type="checkbox"/> Teacher Investigations	<input type="checkbox"/> Elementary Schools/K-8 – 14 <input type="checkbox"/> Middle Schools – 20 <input type="checkbox"/> High Schools – 10	<input type="checkbox"/> Playgrounds <input type="checkbox"/> Classroom <input type="checkbox"/> Lunchroom / Cafeteria <input type="checkbox"/> Hallways <input type="checkbox"/> Home Computers

HIB SCHOOL SELF-ASSESSMENT EIGHT CORE ELEMENTS

-
- | | |
|---|---|
| <ul style="list-style-type: none">• <i>HIB Programs, Approaches or Other Initiatives.</i> | <ul style="list-style-type: none">• <i>HIB Personnel</i> |
| <ul style="list-style-type: none">• <i>Training on the BOE-approved HIB policy.</i> | <ul style="list-style-type: none">• <i>School-Level HIB Incident Reporting Procedure.</i> |
| <ul style="list-style-type: none">• <i>Other Staff Instruction and Training Programs.</i> | <ul style="list-style-type: none">• <i>HIB Investigation</i> |
| <ul style="list-style-type: none">• <i>Curriculum and Instruction on HIB and related Information.</i> | <ul style="list-style-type: none">• <i>HIB Reporting</i> |
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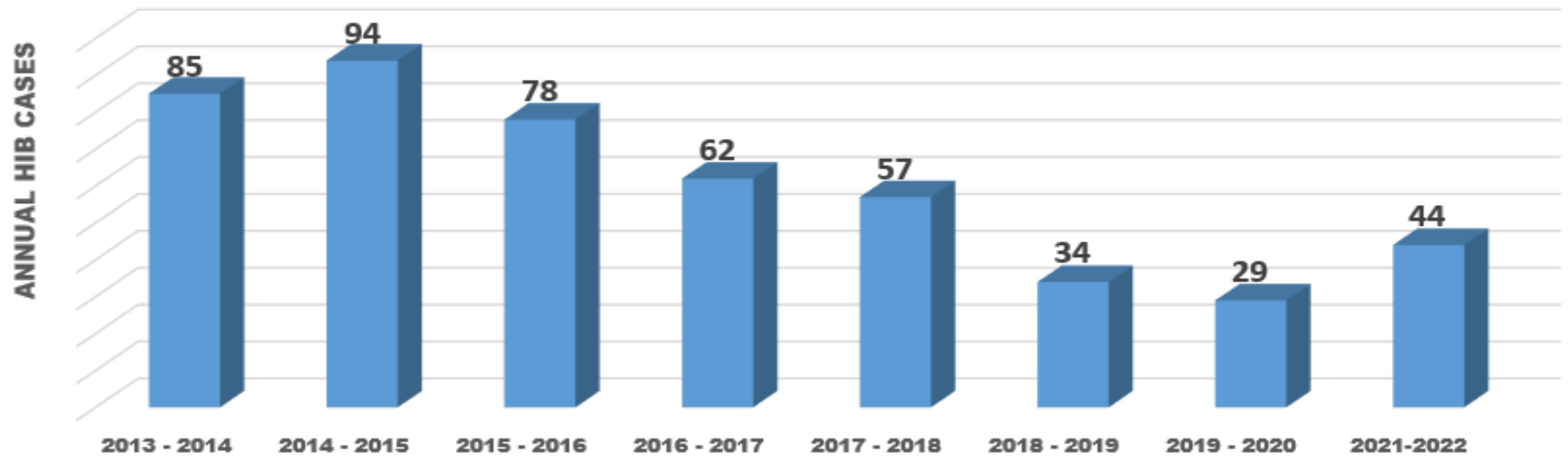
PLAINFIELD PUBLIC SCHOOLS
School Self-Assessment for Determining Grades
Under the Anti – Bullying Bill of Rights
District and School Grade Report

PLAINFIELD PUBLIC SCHOOLS

SCH_CODE	SCH_NAME	CORE ELEMENT 1 (MAX=15)	CORE ELEMENT 2 (MAX=9)	CORE ELEMENT 3 (MAX- 15)	CORE ELEMENT 4 (MAX=6)	CORE ELEMENT 5 (MAX=9)	CORE ELEMENT 6 (MAX=12)	CORE ELEMENT 7 (MAX=12)	CORE ELEMENT 8 (MAX=3)	SCHOOL GRADE (MAX=78)
80	Barlow	14	9	14	6	8	6	12	6	75
100	Cedarbrook	15	9	15	6	9	6	12	6	78
110	Clinton	14	7	14	6	9	6	12	6	74
120	Cook	14	9	14	6	9	6	12	6	76
130	Emerson	15	9	14	6	9	6	12	6	77
140	Evergreen	15	9	15	6	9	6	12	6	78
150	Jefferson	15	9	15	6	9	6	12	6	78
170	Stillman	9	5	13	4	7	6	12	6	62
180	Washington	12	7	14	6	9	6	12	6	72
60	Hubbard	11	6	13	5	6	4	12	6	63
70	Maxson	15	8	13	6	7	6	11	5	71
52	PAAAS	14	9	15	6	9	6	12	6	77
50	Plainfield High School	14	9	15	6	9	6	12	5	76

Formula: 13 schools divided by 957= 73.6

Harassment, Intimidation and Bullying



New Developments with Anti- Bullying Laws(New Law)

1. New Recordkeeping and Reporting: *HIB 338 Forms*- Mandatory Reporting Form and Families/Caregiver Form(this form must be placed on the website)

2. For the *first and second acts of HIB committed by a student*, a copy of the results of the investigation must be placed in the student's record and the student may be subject to remedial actions, including provision of counseling or behavioral interventions services, or discipline or both determined by the principal in consultation with appropriate school staff; and for the *third and each subsequent act*, a copy of the results of the investigation must be placed in the student's record, and the principal in consultation with appropriate school staff , must develop an individual student intervention plan, which must be approved by the superintendent. Remedial actions and may require the students, accompanied by a parent or guardian , to complete a class or training program to reduce harassment, intimidation or bullying behavior.

3. Establishes civil liability for parents and minors adjudicated delinquent for cyber-harassment or harassment and increase penalty. Under the provision of the cyber-harassment statute, N.J.S.A. 2c:33-41, the court may order a parent/guardian of a minor under the age of 16 to attend classes or training with the minor: failure to comply shall result in a disorderly person's offense and imposition of a fine. The new Law increases the accompanying paying monetary penalty against the parent / guardian up to \$100 fine for the first offense(rather than \$25), and a \$500 fine for each subsequent offense (formerly \$100) Additionally, civil liability may be imposed on a parent/guardian who demonstrates a willful or wanton disregard in the exercise of the supervision and control of a minor adjudicated delinquent of cyber-harassment or harassment. The cyber –harassment provisions took effect immediately. The remainder of the provision of S-1790/A-1662 will take effect July 9, 2022.

4. Development of the New Jersey State of School Climate State Coordinator – duties and responsibilities include:

- Identifying research and resources to promote best practices in student SEL and the development of positive and supportive school climates.**
- Review and report data** collected on HIB and identify **patterns of HIB in public schools.**
- Create public information to educate parents, educators and the public.**
- Collaborate with law enforcement, DOE, Division of Civil Rights, Department of Health** to develop training programs discussing the impact of HIB on students and schools.

DISTRICT & BUILDING INVESTIGATORS

Denise Shipman
District Anti-Bullying Coordinator

Barlow School

Kimberly Moore-Jones, Anti-Bullying Specialist

Cedarbrook

Yanira Guardado, Anti-Bullying Specialist

Clinton School

Roberta Powell, Anti-Bullying Specialist

Cook School

Kia Alexander, Anti-Bullying Specialist

Emerson School

Rita Woods, Anti-Bullying Specialist

Evergreen School

Lauren Rodriquez, Anti-Bullying Specialist

DISTRICT & BUILDING **INVESTIGATORS**

Hubbard Middle School

Sarinet Thorne, Anti-Bullying Specialist

Jefferson School

Kecia Piedra, Anti-Bullying Specialist

Maxson Middle School

Zara DeJesus , Anti-Bullying Specialist

Plainfield Academy for the Arts Advanced Studies

Tiana Mayes, Anti-Bullying Specialist

Denise Krok, Anti-Bullying Specialist

Plainfield High School

Bashir Jordan, Anti-Bullying Specialist

Morris Lucky, Anti- Bullying Specialist

Stillman School

Sandra Landaverde, Anti-Bullying Specialist

Washington School

Eufalis Perez, Anti-Bullying Specialist

