



ENGLEWOOD PUBLIC SCHOOL DISTRICT

Dr. John Grieco Elementary School
50 Durie Avenue, Englewood, New Jersey 07631
Telephone: 201-862-6049 Fax: 201-871-5884

August 27, 2012

Dear Parent(s) or Guardian(s),

On January 6, 2011 Governor Christie signed the Anti-Bullying Bill of Rights. This law went into effect on September 1, 2011. The new law prohibits harassment, intimidation, and bullying (HIB). It defines bullying, clarifies responsibility for conduct away from school grounds, creates a school safety team, and requires that each school have an Anti-Bullying Specialist and an Anti-Bullying Coordinator. On September 1, 2011 the district revised the policy to reflect the new law.

We are asking that every parent(s) and guardian(s) read and return the attached **HIB Awareness Sign-Off** form to their child's homeroom teacher. This form acknowledges that you do understand the **Anti-Bullying Bill of Rights** and the district's efforts to comply with the new law. The district's HIB Policy is available on the homepage website.

With the united efforts of parents, students, teachers, administrators and the community, we can ensure an excellent educational climate for our children.

Sincerely,

Dorian Milteer, Director
Planning, Research and Evaluation

On January 6, 2011 Governor Christie signed the Anti-Bullying Bill of Rights. This law went into effect on September 1, 2011. The new law prohibits harassment, intimidation, and bullying (HIB). It defines bullying, clarifies responsibility for conduct away from school grounds, creates a school safety team, and requires that each school have an Anti-Bullying Specialist and an Anti-Bullying Coordinator. The new law requires procedures for an investigation, reporting, discipline, and appeals. The law addresses the following types of behavior, including any type of gesture, any written, verbal or physical act, or any electronic communication. An HIB can be a single incident or a series of incidents.

The definition – HIB means any gesture, any written, verbal or physical act, or any electronic communication that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory handicap, or by any other distinguishing characteristic that takes place on school property, at any school-sponsored function or on a school bus or off school grounds and that:

1. A reasonable person should know, under the circumstances, that the act(s) of HIB will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his person or damage to his property; or
2. Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.

HIB will be reported if it causes a substantial disruption or interference and has the effect of insulting or demeaning a student or group or creates a hostile educational environment by interfering with a student's education or severely or pervasively causing physical or emotional harm to a student. If a staff member, coach, volunteer, or employee of the Englewood Public School District witnesses, or is made aware of, an act that is considered HIB, he/she shall report it to the principal on the same day that it occurs and complete the appropriate form. An investigation will be initiated immediately after the verbal disclosure. The Anti-Bullying Specialist will perform an investigation (others may assist) and a report will be presented to the principal within 10 days from the reported date. Once the investigation is completed, the principal will forward a report to the Superintendent within 2 days.

The principal or designee will inform all parents involved. The Superintendent may recommend intervention services, training programs, impose discipline, and order counseling. After the completion of the investigation, the Superintendent will report to the Board of Education at the next meeting. The Building Principal will not disclose the name(s) of the person(s) accused or alleged victim(s) to the other party prior to completing a preliminary investigation.

The new law provides due process for both the alleged accused and the alleged victim(s). Parents of all parties have the right to receive information within 5 days after the results of the investigation are given to the Board of Education. After receiving the information, parents may request a hearing within 10 days.

Our HIB Policy may be viewed online at www.epsd.org. In signing the Englewood Public School HIB Sign-Off Form, you are stating that you understand the definition of Harassment, Intimidation, Bullying (HIB) and the new procedures and consequences as outlined in the new Anti-Bullying Bill of Rights.

Print Student Name _____

School _____

Student Signature _____

Date _____

Parent/Guardian Signature _____

Date _____