TOWNSHIP OF BYRAM BOARD OF EDUCATION

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Harassment, Intimidation & Bullying (HIB) Awareness Sign-Off Form

On January 6, 2011, Governor Christie signed the Anti-bullying Bill of Rights. This law went into effect on September 1, 2011. The 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. This law requires procedure for an investigation, reporting, discipline support, 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 act of HIB can be a single incident or a series of incidents.

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

a. 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
b. 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 Byram Township 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. The principal or designee will inform all parents involved. The Superintendent may recommend intervention services, training programs, impose discipline, and order counseling. After completing 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 target(s) to the other party prior to completing a preliminary investigation.

The law provides due process for both the alleged accused and the alleged target(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, contact information, and reporting form may be viewed online at www.Byramschools.org. In signing this form below, you are stating that you understand the definition of HIB and the procedures and consequences as outlined in the Anti-Bullying Bill of rights. Please return this form to your child's homeroom teacher by September 30, 2014.

It is our goal that students attending the Byram Township Public Schools learn in a safe educational setting free from harassment, intimidation, and bullying. We value your support and attention to this critical initiative.

_____	_____
Print Student Name	School
_____	_____
Student Signature	Date
_____	_____
Parent/Guardian Signature	Date