

**Where can
Students / Staff / Parents go?**

Each school has an Anti-Bullying Specialist. The Cape May County High School Anti-Bullying Specialist also serves as the District Affirmative Action Officer.

For more information about the Board of Education Policy #5512: Harassment, Intimidation, and Bullying or to report an incident contact one of the people listed below:

Cape May County High School

Gerry Hofferica - Anti-Bullying Specialist and Affirmative Action Officer

609-465-2720 ext. 6306

ghofferica@cmcspecialservices.org

Ocean Academy

Stephanie Puerta - Anti-Bullying Specialist

609-465-2720 ext. 6610

spuerta@cmcspecialservices.org



**STAND UP
SPEAK UP**

**Cape May County
Special Services School District**

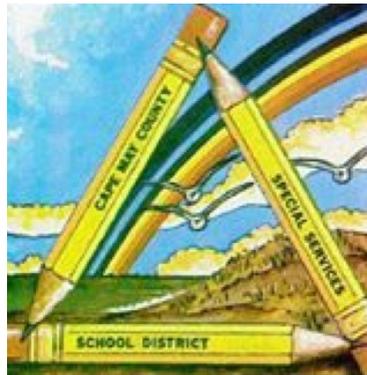
Physical Address:

148 Crest Haven Road
Cape May Court House, NJ 08210
(609) 465-2720

Mailing Address:

4 Moore Road, DN-704
Cape May Court House, NJ 08210

Barbara J. Makoski
Superintendent of Schools



Marge Krah
District Anti-Bullying Coordinator

Updated September 2017

**Harassment,
Intimidation
and
Bullying
Prevention**

HIB

**A Guide for Students,
Staff & Parents**

- Know what HIB is
- Know what to do if HIB happens to you
- Know what to do if you witness HIB
- Know what to do if HIB is reported to you

The Cape May County Special Services Board of Education prohibits acts of harassment, intimidation, or bullying of a student. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment.

What is Harassment, Intimidation, and Bullying under the Anti-Bullying Bill of Rights Act?

"Harassment, Intimidation, or Bullying" means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either 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 disability; or
2. By any other distinguishing characteristic; and that
3. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
4. A reasonable person should know, under the circumstances, that the act(s) will have the effect physically or emotionally of harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
5. Has the effect of insulting or demeaning any student or group of students; or
6. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

What is Sexual Harassment?

Sexual harassment takes many forms, from constant or inappropriate joking to physical assault. It may include threats that you will lose your job or fail in class. Your co-workers or fellow students may make your work, study, or living environment uncomfortable through continuing sexual comments, suggestions, or pressures.

What is Conflict?

Most acts generally referred to as Bullying are actually incidents of conflict. Learning how to positively cope with conflict is a part of the growth process for young people. In order to have a school environment free from disruptions, school case managers or administrators should be contacted immediately if a student is involved in a conflict and needs help. The New Jersey Department of Education lists the following characteristics of Conflict and HIB:

CONFLICT

- equal power
- mutually competitive
- disagreements, arguments, fights
- normal part of growing up and life

HIB

- imbalance of power
- one sided
- clear victim/bully relationship as it applies to the definition of HIB
- intent is to physically or emotionally hurt someone

What can students do?

TELL SOMEONE! Tell the person who is making you feel uncomfortable to stop the behavior. If they do not respond appropriately, or you don't feel comfortable addressing it yourself, report it to your case manager or administration as well as your parents. Staff members will assist you in resolving the issue.

PEOPLE SHOULD NOT SUFFER IN SILENCE! Many instances of unwelcomed behaviors happen but are not reported. People may feel reporting is a sign of weakness or they may fear retaliation. Ignoring unwelcomed behavior won't make it go away. It will make it worse.

All incidents of HIB must be reported to the Principal within the first 24 hours. School staff can only help if they know about the situation.

How can everyone contribute to a positive school climate and culture?

BE AN UP-STANDER, NOT A BYSTANDER!

Have you ever heard someone say something biased or demeaning and you didn't know whether to speak up or how to respond?

When you hear a disrespectful comment or joke, do you reinforce it by laughing or join in? Do you tolerate it by saying nothing? Or, do you become an Up-Stander, by speaking up and becoming an ally?

Staying silent in the face of demeaning comments, stereotypes or bias allows these attitudes and behavior to thrive.

I-D-E-A: Interrupt, Define, Expand, and Adjust

When you hear an offensive or demeaning comment, everyone is expected to **I-D** the behavior. **Interrupt** it immediately ("What did you say?" "Hey, let's not go there!") **Define** it with the intent to stop it ("That was inappropriate." "It's not okay to use a word that describes someone's identity as a putdown."). Speaking up in the moment will make a positive difference.

Staff are expected to complete **I-D-E-A** by **Expanding** and **Adjusting** the behavior by setting clear expectations ("In the future, please use respectful language, stop and think before you speak." "Everyone should feel safe and comfortable coming to our school."). Staff are required to address the behavior in a non-judgmental environment such as after class or one-on-one. Derogatory comments only build barriers.

Anyone can **I-D** the behavior, and your presence makes you a part of the conversation. Silence sends a message that you agree, or at the least you don't object to the demeaning comments. Be an Up-Stander and **I-D**. Speak up for respect, because you would want someone to speak up for you!