



Harassment, Intimidation and Bullying

Students, Teachers, Parents



What is Harassment, Intimidation and Bullying or HIB?

The definition of Harassment, Intimidation and Bullying:

Any gesture, any written, verbal or physical act or electronic communication whether it be a single act or a series of incidents that:

- Is reasonably perceived as being motivated by either an actual or perceived characteristic such as race, color, ancestry, religion, gender, sexual orientation, gender identity or expression, mental, physical or sensory disability or any other distinguishing characteristic.

What is Harassment, Intimidation and Bullying or HIB? (continued)

- The incidents can take place on school property, at any school sponsored function, a school bus, or off school grounds.
- The key is that it substantially disrupts or interferes with the orderly operation of the school or rights of another student
- A reasonable person should know that the acts will have the effect of physically harming a student, damaging their property or placing a student in reasonable fear of physical or emotional harm.

What is Harassment, Intimidation and Bullying or HIB? (continued)

- Has the effect of insulting or demeaning any student or group of students.
- 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.

FORMS OF HIB

VERBAL: NAME CALLING, TEASING, PUT DOWNS

SOCIAL: SPREADING OF RUMORS, LEAVING PEOPLE OUT ON PURPOSE,
BREAKING UP FRIENDSHIPS

PHYSICAL: HITTING, PUNCHING, SHOIVING

CYBERBULLYING: USING THE INTERNET, CELL PHONE OR OTHER DIGITAL
TECHNOLOGY TO HARM OTHERS

Rudolph was Harassed, Intimidated and Bullied



THE DIFFERENCES BETWEEN CONFLICT AND BULLYING

CONFLICT

- Involves people with similar degrees of power
- Involves mutual disagreements or difference in interests or goals. Includes arguments and fights
- Is reciprocal; both parties in the conflict
- Both parties are responsible for wrongdoing
- A normal part of growing up and of life. The intent is not to hurt
- Can be fairly resolved by compromise or negotiation

HIB

- Involves an imbalance of power
- One or more students are victims of one or more person's aggression, needs or interest
- Is one sided; one party instigates
- Bully is responsible for wrongdoing
- The intent is to physically or emotionally hurt someone
- A fair resolution involves a change in behavior of bully, the target has no concessions to make

What can we do?

#A PREVENTION PROGRAM FOR MIDDLE SCHOOL

##ASSEMBLY FOR K-5

###STOPit

####PARENT EDUCATION