

**Harassment, Intimidation, and Bullying (HIB)**

The Waterford Township Board of Education prohibits acts of harassment, intimidation, or bullying of a pupil or staff member. A safe and civil environment in school is necessary for pupils to learn and achieve high academic standards. Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a pupil's ability to learn and a school's ability to educate its pupils in a safe and disciplined environment. Since pupils learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

On January 5, 2011, New Jersey P.L.2010, Chapter 122, known as the Anti-Bullying Bill of Rights became law. This law includes new requirements for school districts, charter schools, the New Jersey Department of Education, other state agencies, professional associations and institutions of higher education. The New Jersey Anti-Bullying Bill of Rights, effective September 1, 2011, provides the following Harassment, Intimidation, and Bullying (HIB) definition:

*"Harassment, intimidation or bullying means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity, and expression or a mental, physical or sensory disability, or by any other distinguishing characteristics, that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:*

*A reasonable person should know, under the circumstance, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; or*

*Has the effect of insulting or demeaning any student or groups of students in such a way as to cause substantial disruption in, or substantial interference with orderly operation of the school or creates a hostile education environment at school for the student or infringes on the rights of the student at school by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student."*

You may report a bullying incident by clicking here or by calling the anti-bullying specialist that your child attends. Contact information is below.

Anti-Bullying Specialist Atco & Thomas Richards Gabrielle Holwell (856) 767-2421 <a href="mailto:gholwell@wtsd.org">gholwell@wtsd.org</a>	Anti-Bullying Specialist Waterford Elementary School Ryan Ciavaglia (856) 767-8293 x3047 <a href="mailto:rciavaglia@wtsd.org">rciavaglia@wtsd.org</a>	Anti-Bullying Coordinator: Heather Kondas (856)767-2421 <a href="mailto:hkondas@wtsd.org">hkondas@wtsd.org</a>
---	---	---