



SAFETY DIRECTOR BULLETIN



SCHOOLS: HARASSMENT, INTIMIDATION & BULLYING (HIB) RESOURCES & BEST PRACTICES

New Jersey has been a leader in the establishment of a strong statutory, regulatory policy and program framework to support the prevention, remediation, and reporting of HIB in schools. The [New Jersey Department of Education](#) (NJDOE) provides policies, procedures, and resources on the [Anti-Bullying Bill of Rights Act \(ABR\)](#) and how the ABR is implemented in New Jersey's public schools.

Definition of Bullying as per New Jersey's Anti-Bullying Bill of Rights Act

N.J.S.A. 18A:37-14 defines "Harassment, intimidation or bullying" as 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 characteristic, 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 characteristic, that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds as provided for in section 16 of P.L.2010, c.122 (C.18A:37-15.3), that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

1. a reasonable person should know, under the circumstances, 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
2. has the effect of insulting or demeaning any student or group of students; or
3. 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.

The New Jersey Department of Education provides HIB Information for schools and school districts that provide guidance for compliance and establishing an effective HIB program.

- **HIB Guidance, Frequently Asked Questions and Model Policy**
 - [Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act](#)
 - [Frequently Asked Questions about the Anti-Bullying Bill of Rights Act](#)
 - [Model Policy for Prohibiting HIB \(August 2022\)](#)
- **Implementing the Anti-Bully Bill of Rights Act**
 - [Commissioner's Program and Guidance for Determining Grades under the Anti-Bullying Bill of Rights Act](#)
 - NJDOE [Broadcast](#) Implementing Amendments to the *Anti-Bullying Bill of Rights Act* (August, 2022)
 - [Anti-Bullying Task Force](#)
 - HIB Professional Development Requirements:
 - [Professional Development in New Jersey](#)
 - [State-Required Professional Learning Topics](#)
 - [Student Safety Data System \(SSDS\)](#)
- **Case Law**
 - [L.W. v. Toms River Regional Schools Board of Education \(A-111-05\)](#)
 - [New Jersey Department of Education School Law Decisions](#) (Commissioner of Education decisional law affecting education; School Ethics Commission decisions; State Board of Examiners decisions)

- **Prevention and Intervention of Harassment, Intimidation, and Bullying**
 - [Collaborative for Academic, Social, and Emotional Learning \(CASEL\):](#)
 - [Fundamentals of SEL](#)
 - [Safe and Sound: An Educational Leader’s Guide to Evidence-Based Social and Emotional Learning \(SEL\) Programs](#)
 - [Cyberbullying Research Center](#)
 - [National Guidelines for Character and Social-Emotional Development \(CSED\)](#)
 - [Pacer's National Bullying Prevention Center](#)
 - [New Jersey State Bar Foundation](#)
 - [SAMHSA:](#)
 - [Bullying Conversation Starter Cards](#)
 - [Evidence-Based Practice Resource Center](#)
 - [SEL4NJ](#)
 - [Stand Up Say No to Bullying](#)
 - [Stomp out Bullying](#)
 - [Stop Bullying.gov](#)
 - [How to Prevent Bullying](#)
 - [Cyberbullying](#)
 - [Media Guidelines for Bullying Prevention](#)
 - [Stop Bullying Now](#)

- **Related NJDOE Resources**
 - [NJDOE’s Office of Student Support Services](#)
 - [New Jersey Tiered System of Support](#)
 - [School Climate and Culture](#)
 - [School Safety](#)
 - [Social and Emotional Learning](#)
 - [Student Conduct](#)

- **Resources on School Climate**
 - [New Jersey Department of Education’s School Climate and Culture Webpage](#)
 - New Jersey School Climate Improvement (NJ SCI) Survey and Platform Resources
 - [NJ SCI Webpage](#)
 - [NJ SCI Survey and Platform Flyer](#)
 - National Center on Safe Supportive Learning Environments (NCSSLE) Resources
 - [NCSSLE Webpage](#)
 - [School Climate Improvement Resource Package](#)

Additionally, the [New Jersey State Bar Foundation](#) offers a free training program, Understanding HIB Characteristics. The program covers the definition of HIB (Harassment, Intimidation, and Bullying) in the New Jersey Anti-Bullying Bill of Rights (ABR) and takes a cultural look at the definition’s distinguishing characteristics. It also explores specific HIB language, the difference between conflict and bullying, and learning how to prevent HIB by preventing bias.