

Union City School District Harassment, Intimidation, and Bullying Initiative

-Union City School District is committed to providing all students with a safe and nurturing environment to learn and thrive.

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

N.J.A.C. 6A:16-1.3

"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:

- A) 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
- B) By any other distinguishing characteristic; and that
- C) 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 pupils;

Examples of HIB

- Abusive language - written, text messages, spoken, internet
- Taunting
- Slurs
- Inappropriate jokes, pictures, and gestures
- Threats
- Exclusion from activities
- Inappropriate physical contact



Speak up and say something

District Staff Functions:

- * Anti-Bullying Coordinator (district)
- * Anti-Bullying Specialist (school)
- * School Safety Team (school)

Week of Respect - October

The first Monday in October of each year is designated as a "Week of Respect" in the State of New Jersey

Reporting Procedures:

- All acts of HIB must be reported verbally to the principal on the same day when the school employee or contracted service provider witnessed or received reliable information regarding any such incident
- Principal must inform parents of all students involved in the alleged incident
 - May discuss the availability of counseling and other intervention services
- All acts of HIB also must be reported in writing to the principal within 2 school days of when the school employee or contracted service provider witnessed or received reliable information