

## **What is HIB according to the New Jersey Education Law 18A?**

**"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 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(C18A:37-15.3), that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

- a) 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;
- b) A has the effect of insulting or demeaning any student or group of students; or
- c) 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.

**FOR MORE INFORMATION, please see Mrs. Lygas in Guidance, call 609-806-4280 x3538 or email [Diana\\_Lygas@princetonk12.org](mailto:Diana_Lygas@princetonk12.org)**

## **What does the law mean to PHS?**

HIB is not tolerated. Schools are required to intervene on behalf of students promptly and in adherence to specific protocol. Schools will get involved in incidences that occur on or off school grounds and outside the regular school day, including weekends. PHS has a Safety Team created specifically to analyze and address issues of HIB. Teachers have received training regarding HIB. Students should see feel the alertness to HIB. Students, faculty and staff should stand up against HIB behaviors when they see it.

## **What to do if you see HIB?**

1. If you are bullied or see another student being bullied, intimidated or harassed, report it immediately to an adult in the school. Faculty and staff members should report bullying to the Principal Snyder.
2. If you are unsure whether the actions you witnessed or experienced are HIB, you should still tell someone to make sure the behaviors are addressed. See Mrs. Lygas if you are wondering if you should report.
3. Speak up for positive behaviors. You can say something as simple as, "Stop. Leave them alone." Not reporting HIB is the same as supporting the behavior.

## **More Info...**

If you have questions, you can see your PHS Antibullying Specialist (Mrs. Lygas in Guidance) to answer your questions about HIB. If you are interested in standing up against HIB at PHS, you are encouraged to join PHS True Blue which promotes Respect, Acceptance, and Kindness or one of the other great clubs at PHS that honor diversity.