

SCHOOL SAFETY/CLIMATE TEAM DUTIES

- Receive complaints reported to Principal
- Receive copies of investigative reports
- Review and strengthen school policies
- Identify/address patterns of bullying in school
- Participate in training programs
- Collaborate with District Anti-Bullying Coordinator to collect and develop policies
- Parent excluded from having information on specific incidents/role in identifying patterns

HIB REPORTING PROCESS:

1. Must verbally report to the Principal on same day incident occurs.
2. Must submit follow-up written report within two (2) days of verbal report.
3. When providing notification to parents of all students involved, the Principal shall take into account the circumstances of the incident when conveying the nature of the incident, including the actual or perceived category motivating the alleged offence. Principal must initiate investigation within one (1) school day of receiving verbal or written report by forwarding to the school Anti-Bullying Specialist (ABS).
4. Investigation must be conducted by the ABS.
5. ABS must complete the investigation as soon as possible, not later than ten (10) school days from date of written report.
6. ABS must give report to Superintendent within two (2) school days of completing investigation.
7. ABS may amend report if additional information is provided later.
8. Superintendent must decide actions to take: intervention services, training programs, impose discipline, order counseling
9. Superintendent must report to Board at next Board meeting following completion of investigation.
10. Parents of all parties involved have a right to receive information
11. Information must be provided to parents within five (5) school days after results of investigation reported to Board.
12. Parent may request a hearing no later than 60 calendar days after receiving information (must be provided within ten (10) days of request).
13. Board must issue a decision in writing at next Board meeting following receipt of report.
14. Parents of parties may appeal decision to the Commission of Education within ninety (90) days.

2020-2021 SCHOOL SAFETY/CLIMATE TEAMS 609.538.9800

ANTHEIL ELEMENTARY SCHOOL

Anti-Bullying Specialist: Ilona Chasar X 4106
Anti-Bullying Specialist Back-Up: Nicole Fadell X 4110
 Principal/Designee: Clifford "Kip" Harrison X 4102
 Counselor: Nicole Fadell X 4110
 Teacher: Margaret Wood, X 8490
 Parent: Anita Davidson, X 4103

LORE ELEMENTARY SCHOOL

Anti-Bullying Specialist: Christine Meekins X6106
Anti-Bullying Specialist Back-Up: Nikima Stewart, X 6110
 Principal/Designee: Kelly Kawalek, X 6102
 Teacher: Jenn Thompson X 8645 Teacher: Diana MocarSKI X8605
 Teacher: Adrienne Dalessio X 8636
 Teacher: Keely Burns X 8608 Teacher: Angela Capozzoli X8972
 Teacher: Lori Cavallo, X 8605 Teacher: Michelle Terinoni X8641
 Parent: Jaime Ellmer

PARKWAY ELEMENTARY SCHOOL

Anti-Bullying Specialist: Joseph Callea, X 5105
Anti-Bullying Specialist Back-Up: Birgitta Donato, X 5110
 Principal/Designee: Nicole Harris, X 5102
 School Safety Coordinator: Matthew Knight, X 5175
 Teacher: Robert Odri, X 8527
 Teacher: Carrie Comer X 8549
 Teacher: Nicole Siegel, X 8503
 Parent: Stacey Smart

FISHER MIDDLE SCHOOL

Anti-Bullying Specialist: Erika Freeman, X 3105
Anti-Bullying Specialist Back-Up: Andrea Sandoval, X 3112
OBA Anti-Bullying Specialist: Kevin Bonner
 Principal/Designee: Dr. Maggy Hanna, X 3102
 Assistant Principal/Designee: Hugh Dwyer, X 3105
 Assistant Principal/Designee: Scott Sheplock, X 3105
 Teacher: Mark Milecki X 8318
 Teacher: Rebecca Romanko X 8336
 Parent: Bryony Sheppard

EWING HIGH SCHOOL

Anti-Bullying Specialist: David Sheffel X 2105
Anti-Bullying Specialist Back-Up: Chris Heywood X 2103
 Principal/Designee: Edward Chmiel, X 2102
 Assistant Principal/Designee: Shalieka Jarrett X 2109
 School Social Worker: Michael Mattle, X 2180
 Teacher: Cary Halliburton, X 8217
 Teacher: Anthony Buchanan X 8214
 Parent: Ellen Davila, X 2135



THE EWING PUBLIC SCHOOLS
EWING, NJ

DISTRICT HIB POLICY Harassment, Intimidation, Bullying 2020-2021

District Anti-Bullying Coordinator
Dr. Karen Allen
 609.538.9800 X 2121
kbenton@ewingboe.org



ANTI-BULLYING LAW

<http://www.state.nj.us/education/students/safety/behavior/hib/>

DEFINITION OF BULLYING

HIB

Harassment, Intimidation, Bullying

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

There are many roles that kids can play. Kids can bully others, they can be bullied, or they may witness bullying. When kids are involved in bullying, they often play more than one role. It is important to understand the multiple roles kids play in order to effectively prevent and respond to bullying.

TYPES OF BEHAVIOR:

1. Includes ANY gesture or
2. ANY written, verbal or physical act or
3. ANY electronic communication
4. Can be a single incident or series of incidents

MOTIVATION FOR HIB BEHAVIOR:

- ANY actual OR perceived characteristic
- EXAMPLES: race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental/physical/sensory disability, or ANY OTHER DISTINGUISHING CHARACTERISTIC

LOCATION OF INCIDENT:

1. On school property
2. At school-sponsored functions
3. On a school bus
4. Off school grounds (including cyberspace)

HELP KIDS UNDERSTAND BULLYING

Kids who [know what bullying is](#) can better identify it. They can talk about bullying if it happens to them or others. Kids need to know ways to safely stand up to bullying and how to get help.

- Encourage kids to [speak to a trusted adult](#) if they are bullied or see others being bullied. The adult can give comfort, support, and advice, even if they cannot solve the problem directly.
- Encourage the child to [report bullying](#) if/when it happens.
- Talk about [how to stand up to kids who bully](#). Give tips, like using humor and saying “stop” directly and confidently. Talk about what to do if those actions don’t work, like walking away.
- Talk about [strategies for staying safe](#), such as staying near adults or groups of other kids.
- [Urge students to help kids who are bullied](#) by showing kindness or getting help.

HOW TO TALK ABOUT BULLYING

Parents, school staff, and other caring adults have a role to play in preventing bullying. They can:

- [Help kids understand bullying](#). Talk about what bullying is and how to stand up to it safely. Tell kids bullying is unacceptable. Make sure kids know how to get help.
- [Keep the lines of communication open](#). Check in with kids often. Listen to them. Know their friends, ask about school, and understand their concerns.
- [Encourage kids to do what they love](#). Special activities, interests, and hobbies can boost confidence, help kids make friends, and protect them from bullying behavior.
- [Model how to treat others with kindness and respect](#).

Stand for the Silent

We will NOT bully others!

We will try to help students who are bullied!

We will try to include students who are left out!

*If we know that somebody is being left out,
we will tell an adult at school
and an adult at home!*



STAFF TRAINING REQUIREMENTS

Annual training is provided for all staff, including all school employees, contracted service providers, and volunteers on the district’s HIB Policy.

Once training is complete, all personnel must sign a “Statement of Assurance” indicating their understanding of the policy and agreement to the implementation of the policy.

Each member of the teaching staff must also complete two (2) hours of training instruction on suicide and HIB prevention.