



Harassment, Intimidation and  
Bullying Manual

Updated August 2022  
Board of Education Approved August 23, 2022

Thank you...

...for sharing your time

...for sharing your talents

...for giving back to our students

The purpose of this document is to make you informed about:

- Mt. Laurel's Policy #5131.1 ~ *Harassment, Intimidation and Bullying*
- Mt. Laurel's Procedures for reporting incidents of Harassment, Intimidation and Bullying
- How to identify potential Harassment, Intimidation and Bullying
- How you can contribute to the prevention of Harassment, Intimidation and Bullying

***Mt. Laurel Policy # 5131.1***

In January of 2018, the Mount Laurel Board of Education revised and re-adopted our policy for Harassment, Intimidation and Bullying.

Revisions to our previous policies began in 2011 based on New Jersey Legislation that required more rigorous training for anyone that has significant contact with students to reduce and prevent incidents of Harassment, Intimidation and Bullying. This includes our volunteers.

The policy can be found via the district website. Use the following address, then locate under the “Policies” tab *Policy #5131.1*.

<https://www.boarddocs.com/nj/mtls/Board.nsf/Public>

The policy requires:

1. A board member, school employee, contracted service provider, pupil or volunteer who has witnessed, or has reliable information that a pupil has been subject to harassment, intimidation or bullying shall report the incident to the building principal and any appropriate school official, or to any school administrator or safe schools resource officer, who shall immediately initiate the school district’s procedures concerning school bullying. <sup>1</sup>

<sup>1</sup> *Mount Laurel Board of Education Policy #5131.1, January 23, 2018, p. 5.*

2. The school district shall provide training on the school district Harassment, Intimidation, and Bullying Policy to **current and new** employees and substitutes who have significant contact with pupils.

...The school district shall ensure that training includes instruction on preventing bullying on the basis of the protected categories as required by law N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.<sup>2</sup>

<sup>2</sup> *Mount Laurel Board of Education Policy #5131.1, January 23, 2018, p. 11.*

## **How does this policy affect you?**

1. You have to review this manual.
2. You have to report violations of this policy –

~ Verbally to the to the building principal and any appropriate school official, or to any school administrator or safe schools resource officer on the **same day** that the individual witnessed or received reliable information regarding any such incident.<sup>3</sup>

<sup>3</sup> *Mount Laurel Board of Education Policy #5131.1, January 23, 2018, p. 5.*

~ The building principal and/or designee will give you a form on which to write the incident. This is due the **day following** the verbal report.

~ If new information should surface after your initial report, forward that new information to the building principal and any appropriate school official, or to any school administrator or safe schools resource officer.

## **Harassment, Intimidation and Bullying Defined** <sup>4</sup>

“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:

1. 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
2. By any other distinguishing characteristic, that
3. Takes place on school grounds, at any school-sponsored function, on a school bus, or off school grounds in accordance with law, that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils, and that:
4. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a pupil or damaging the

pupil's property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or

5. Has the effect of insulting or demeaning any pupil or group of pupils; or

6. Creates a hostile educational environment for the pupil by interfering with the pupil's education or by severely or by severely or pervasively causing physical or emotional harm to the pupil.

7. "Electronic communication" means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or pager."

## **What might the “protected categories” look like or sound like...**

Any gesture, written, verbal or physical act motivated by:

Race – one being “black/white/Hispanic/Chinese...” that are insulting

Color –skin color or comments that insult one based on skin color like “you are so white/black etc”

Religion –items worn (crucifix, Star of David, Yakamas) or about practices/attending synagogue, church etc...

Ancestry – by being Irish, German, Italian,

National Origin – being from USA, Middle East, accents

Gender – “girls/boys aren’t allowed to do...”, violating personal space or inappropriate touching...

Sexual Orientation – rumors about same gender liking same gender or calling someone “gay”

Gender Identity & Expression – suggesting a female looks like or acts like a boy or vice versa; suggesting one should or should not use a particular restroom

Mental, Physical or Sensory Disability – learning disability, blindness, wheel chair or use of crutches...

Any other distinguishing characteristic – association with a particular person, economic class, particular clothing.

## **How children bully...**

### **Direct Bullying**

- Hitting, kicking, shoving, spitting
- Taunting, teasing, slurs, verbal harassment
- Threatening, obscene gestures

### **Indirect Bullying**

- Getting another person to bully someone for you
- Spreading rumors
- Deliberately excluding someone from a group or activity
- Cyber-bullying (text messaging, e-mail, Facebook...)

**If you see this or hear this, notify the principal and/or designee IMMEDIATELY!**



# How are Conflict and Bullying Different?

## What helps prevent HIB...

1. Efforts to improve school climate.
2. Promote positive youth development.
3. Encourage positive interactions between students/staff.
4. Create connections – a sense of belonging and acceptance. <sup>5</sup>

## What can you do about...

### 1. Climate ~ Be mindful of how powerful your language is.

**Reinforcing** Language...give positive feedback and recognizing children's efforts at self-discipline. Name specific actions and avoid global praise or personal judgment. Example: "Vinnie, I noticed that you were using respectful language today."

**Reminding** Language...give the children or child the opportunity to show the appropriate behavior; the reminder can be in form of a statement or question and may be followed by an observation. "Let me hear your 'indoor voice' since you are in the office?"

**Redirecting** Language ...Used when a child's behavior is unsafe or uncaring, probably after several reminders have been given; name the appropriate behavior." Susan, keep your hands to yourself.

## **2. Promoting positive youth development.**

Consider:

- ~ Do students know how to seek your help?
- ~ Do students know how to support each other?
- ~ How do you respond when a student reports a problem or seeks help?

## **3. Encouraging positive interactions between students & between you and the students...**

Consider:

- ~ What do your words/actions convey?
- ~ **Model, model, model!**
- ~ What do you do when you observe something inappropriate?  
**Intervene!**

## **4. Create connections and a sense of belonging...**

Consider:

- ~ Do you know students' names?
- ~ Do you encourage students to use names when referring to each other?

<sup>5</sup> “Harassment, Intimidation and Bullying: Prevention and Intervention Laws and Strategies Resource Packet 2011”, page 22; Rutgers University.

## **Some additional resources:**

### **Websites:**

Stop Bullying Now [www.StopBullying.gov](http://www.StopBullying.gov)

CNN Report

<http://www.cnn.com/SPECIALS/2011/bullying/>

The Trevor Project Hotline

<http://www.youtube.com/trevorprojectmedia>

Champions Against Bullying:

<http://www.championsagainstabullying.com/>

### **Contact information for Mt. Laurel Anti-Bullying Coordinator:**

Mridula Bajaj, District Anti-Bullying Coordinator

Phone: 856-235-3387 ext. 23014

Address: 330 Mount Laurel Road, Mt. Laurel, NJ 08054

Email: [mbajaj@mtlaurelschools.org](mailto:mbajaj@mtlaurelschools.org)

**Harassment, Intimidation and Bullying Manual**  
**Signature Page**

**Please select the appropriate response, sign and return this form to the correct department at:**

**Mount Laurel Board of Education**  
**330 Mount Laurel Road**  
**Mount Laurel, NJ 08054**

**Or**

**To the school in which you are volunteering**

- Board of Education Member (Business Office)**
- Substitute and/or New Employee (Human Resources)**
- Contract Service Providers (Curriculum Office)**
- Volunteer (School Main Office)**

I, \_\_\_\_\_, acknowledge that I have  
(Printed First and Last Name )

read the Mount Laurel manual on Harassment, Intimidation and Bullying. I understand the requirements and will report potential incidents of HIB.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_