

## **Statutory Definition of HIB:**

### **To be considered HIB, an incident must meet *all* of the following three criteria:**

HIB means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single or series of incidents, that:

- Is reasonably perceived as being motivated 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, **AND**
- Takes place on school property, at any school sponsored function, or off school grounds as provided for in section 16 of PL 20, c 122, **AND**
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students, and that:

Must meet ***one or more*** of the following criteria

- a reasonable person should know, under the circumstances, this act will have the effect of physically or emotionally harming a student or damaging the student's property, or placing the student in a reasonable fear of physical or emotional harm to his person or damage to his person;
- has the effect of insulting or demeaning or insulting any student or any group of students; or
- 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 done to the student.

## **TEASING, CONFLICT VS. BULLYING**

- **Teasing**-playful yet inappropriate exchange with no intent to victimize.
- **Conflict**-equal participate and inappropriate behavior on both parts.
- **Bullying** –interactions where there is inappropriate behavior that is one sided with a clear target and an imbalance of power.

**NOTE: A violation of the HIB laws only occurs if the behavior is motivated by a distinguishing characteristic (see above).**

\*\*When in doubt, contact the bully prevention specialist to discuss before making a report.

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