

Definition of HIB - (Harassment, Intimidation, Bullying)

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 Religion Color Ancestry Gender National Origin
Sexual Orientation Mental, Physical or Sensory Disability
Any Other Distinguishing Characteristic

that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students 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 property;
- b) 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

Reporting HIB

1. **All acts** of HIB shall be **reported verbally** to the school principal **on the same day** when the school employee or contracted service provider witnessed or received reliable information regarding any such incident.
2. All acts of HIB shall be **reported in writing** to the school principal **within two school days** of when the school employee or contracted service provider witnessed or received reliable information that a student had been subject to harassment, intimidation, or bullying.
3. The **principal shall inform the parents or guardians of all students involved** in the alleged incident, and may discuss, as appropriate, the availability of counseling and other intervention services.