

## Guide for HIB Determination

Questions for the person reporting the incident:

***Harassment, Intimidation, or bullying means any gesture, any written, verbal or physical act, or any electronic communications, whether it be a single incident or a series of incidents that:***

Meet ALL of the following:

...is motivated by an actual or perceived characteristic such as : race; color; gender; religion; ancestry; national origin; sexual orientation; gender identity and expression; mental, physical or sensory disability or the rights of other students

...that substantially disrupts or interferes with the orderly operation of the school or the rights of other students

...that takes place on school property, at any school sponsored function, or off school grounds

and Meets ONE of these:

A reasonable person should know, under the circumstances, that the act(s) 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

Has the effect of insulting or demeaning any student or group of students

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

Created to assist in determining HIB by NJ Definition

Voorhees Township Public School