

Boonton Public Schools

Harassment, Intimidation, and Bullying Definition (as defined by N.J.S.A. 18A:37-14)

"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

AND THAT

3. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3, **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, 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;

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 a pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.

PLEASE NOTE:

- The definition of Harassment, Intimidation and Bullying (HIB) above is taken word-for-word from the HIB policy (Policy 5512), although it has been reformatted.
- By definition, an act of harassment, intimidation, or bullying is a **single incident or series of incidents** meeting at least one of the criteria in **each of the three boxes** above.
- It is important to note that, while this definition is instructive in identifying what is or is not bullying for purposes of reporting and addressing in accordance with the HIB policy, behaviors meeting any single one of the criteria above are obviously still unacceptable. As such, they must still be addressed and corrected.