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**FREDON TOWNSHIP BOARD OF EDUCATION**

**Fredon Township School**

**Newton, N.J.**

**February 13, 2017**

***Anti-Bullying Bill of Rights Act***

***Where Are We Now?***

***The Role of the Board***

***Michael F. Kaelber, Esq., Director***

***Legal and Labor Relations Services Department, NJSBA***

**Definition of Harassment, Intimidation or Bullying (HIB)**

**N.J.S.A. 18A:37-14**

Harassment, intimidation or bullying means 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 an 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*, that
* takes place on school property, at any school-sponsored function, on a school bus, **or off school grounds as provided for in section 16 of P.L. 2010, c.122 (C.18A:37-15.3),** that
* **substantially disrupts or interferes with the orderly operation of the school or the rights of other students** and that:

1. 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 damage to his property; or

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.**