

**How can I contribute
to a positive
school culture?
BE AN UP-STANDER...
NOT A BYSTANDER**

Become an **Up-stander**, by speaking up and becoming an **ally** in the face of inappropriate behavior. Silence sends a message that you agree, or at the very least that you don't object to the behavior. Speak up for respect, because you would want someone to speak up for you. It **will** make a positive difference!

IDEA The Behavior!
Interrupt, Define, Expand, Adjust

Interrupt an offensive or demeaning comment immediately: "What did you say?" or "Hey, let's not go there!"

Define it with an intent to stop it: "That was inappropriate." or "It's not okay to use a word that describes someone's identity as a put-down."

Expand it by describing that it affects everyone: "What you said could be hurtful to others."

Adjust the behavior by stating clear expectations: "Be respectful, stop and think before you speak" or "Everyone should feel comfortable in our school."

A staff member will further address this type of observed behavior on an individual basis. Derogatory comments only build barriers.

Where can I go?

All incidents of HIB must be reported to the **Principal or Assistant Principal** within the first 24 hours. It is important to make school staff aware of the situation so that help can be provided in the best manner possible.

Each school in our district has an Anti-Bullying Specialist:

Eagle Academy: Dorothy Bowker

High School: Staci DiMattia
Marissa Russo

**Fernwood
Avenue Middle
School:** Andrea Adams

**Alder Avenue
Middle School:** Lee Ann
Dragovits

Miller School: Blake Rosetti

Swift School: Melissa Feaster

**Davenport
School:** Jennifer
Errickson

**Slaybaugh
School:** Lori Kauffman

The District Anti-Bullying Coordinator is:
Mr. Stephen Santilli

The entire Egg Harbor Township School District
HIB Policy is available at: www.eht.k12.nj.us



**Egg Harbor
Township
School
District**

*Harassment,
Intimidation and
Bullying:*

*What You Need To
Know*



What is Harassment, Intimidation & Bullying (HIB), ACCORDING TO THE ANTIBULLYING BILL OF RIGHTS ACT?

“Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents, that is reasonably perceived as being motivated either 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, 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, CHAPTER 122, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

- ◇ 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;
- ◇ Has the effect of insulting or demeaning any student or 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 to the student.

What is a conflict? Most acts generally referred to as bullying by students, parents and community members are actually incidents of **conflict**. Learning how to positively cope with conflict is a part of the growth process for adolescents. In order to have a disruptive-free school environment the school counselor or school administrator should be immediately contacted if a student is involved in a conflict and needs help. The New Jersey Department of Education lists these as the characteristics and differences between **conflict** and **HIB**:

Conflict	HIB
Equal power	Imbalance of power
Mutually competitive or opposing action	One-sided
Disagreements, arguments and fights	Clear victim-aggressor relationship as it applies to the definition of HIB
Normal, or “typical” part of growing up and life	Intent is to physically or emotionally hurt someone

What is sexual harassment?

Sexual Harassment takes many forms, from constant or inappropriate joking to physical assault. It may involve threats of failing grades or loss of a position or job. Work, study or environment may be made uncomfortable through continuing sexual comments, suggestions or phrases.

What can I do? TELL SOMEONE!

Tell the person who is making you feel uncomfortable to stop the behavior. If they do not respond appropriately, or you don't feel comfortable addressing it yourself, report the incident(s) to your parents and to your Assistant Principal or Principal. Staff members will assist you in resolving the issue.

Do not suffer in silence! Many instances of unwelcomed behaviors occur, but are not reported. People may feel reporting something is a sign of weakness or they may fear retaliation. Avoiding the presence of unwelcomed behavior won't make it go away, **it will make it get worse.**

Have you ever heard someone say something biased and demeaning and you didn't know whether to speak up or how to respond? When you hear a disrespectful comment or joke, do you reinforce it by laughing or joining in? Do you tolerate it by saying nothing?

Staying silent in the face of demeaning comments, stereotypes or bias allows these attitudes and behaviors to thrive.