

Glen Rock Public Schools

NJ Anti-Bully Bill of Rights Act

Fact Sheet for Parents

District Anti-Bully Coordinator

Mr. Brian Pepe

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High School Anti-Bully Specialist

Mr. Bill Crispino

How is HIB defined?

“Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it is 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, 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,
 - 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/her person or damage to his/her 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 the student’s education or by severely or pervasively causing physical or emotional harm to the student.

The Path of a HIB Complaint

