

HIB Requirements

"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:

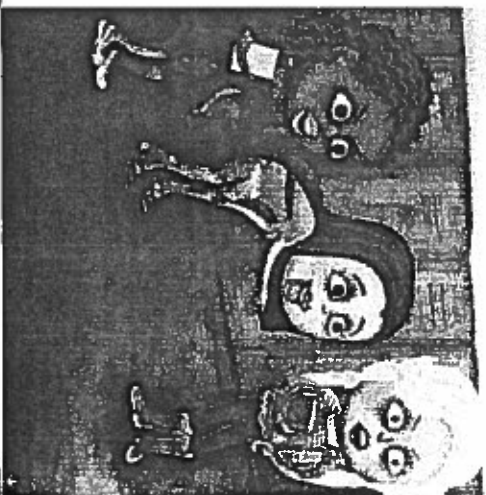
MUST MEET ALL THREE:

- 1) is reasonably perceived as being motivated 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,
- 2) that takes place on school property, at any school-sponsored function, or off school grounds that,
- 3) substantially disrupts or interferes with the orderly operation of the school or the rights of other student and that:

MUST HAVE MET 1 OR MORE:

- a. 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;
- 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.

TEASING VS. BULLYING



Teasing is . . .

- Mutual and reciprocal; either party might tease the other
- Good-natured and benign; not intended to hurt
- Intended to be fun/humorous for all parties involved; parties laugh with each other
- Maintains basic dignity of all parties
- Stops when the person teased becomes upset or objects to teasing

Bullying is . . .

- Based on imbalance of power, so that one party consistently does the taunting
- Harmful and/or malicious. The aggressor intends to harm.
- Laughter is directed at the target; joke is cover for mean-spirited comment; others' fun is at target's expense
- Diminishes the self-worth of the target
- Continues especially when the targeted person becomes distressed or objects
- Causes fear, might escalate to physical bullying