

**CONDUCT/DISCIPLINE/
Harassment-Intimidation-Bullying (HIB)
At School, On School Grounds, On School Buses
& School Sponsored Activities**

Expected Behavior

The Camden County Technical School District Board of Education believes that an effective instructional program requires an orderly school environment and that the effectiveness of the educational program is, in part, reflected in the behavior of pupils.

The Board expects pupils to conduct themselves in keeping with their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other pupils and school staff, the educational purpose underlying all school activities and for the care of school facilities and equipment consistent with the code of pupil conduct.

The Board believes that standards of pupil behavior must be set cooperatively through interaction among the pupils, parents/guardians, staff and community members, producing an atmosphere that encourages pupils to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of the pupils, staff and community members.

The Board believes the best discipline is self-imposed and is the responsibility of the school district staff to use instances of violations of the code of pupil conduct as opportunities to help pupils learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with pupils shall apply best practices designed to prevent pupil conduct problems and foster pupils' abilities to grow in self-discipline.

General guidelines for pupil conduct will be developed by the School Leadership Committees in conjunction with teaching staff, recommended to school level administrators and subsequently to the superintendent and approved by the Board. These guidelines will be developed based on accepted core ethical values from a broad community involvement with input from parents/guardians and other community representatives, school employees, volunteers, pupils and administrators. These guidelines for pupil conduct will be suited to the developmental ages of pupils, the severity of the offenses and pupils' histories of inappropriate behaviors and the mission and physical facilities of the individual school(s) in the district. This policy requires all pupils in the district to adhere to these rules and guidelines and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules and guidelines.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Present student handbooks as Code of Conduct shall remain in place unless the School Leadership Committee and administration determine otherwise.

The district prohibits active or passive support for acts of harassment, intimidation or bullying. Pupils are encouraged to support other pupils who walk away from these acts when they see them, constructively attempt to stop them, and report these acts to the principal/assistant principal or school/district bullying specialist(s)(s).

Pupils are required to conform to reasonable standards of socially acceptable behavior; respect the person, property and rights of others; obey constituted authority; and respond to school district teaching, support and administrative staff. Each principal/assistant principal will develop and provide a school-based program for appropriate recognition for positive reinforcement for good conduct, self-discipline, good citizenship and academic success.

The Board directs teachers to teach proper deportment in the classroom, hallways, and in common areas, and to act as productive team members, to act with respect, to learn social behaviors to succeed in the workforce and to refrain from behaviors that are rude, disrespectful, dishonest; students shall be taught integrity, honor, respect and self pride. These are behaviors we expect from our students.

The school administrators will annually review and update the Code of Student Conduct. This process shall include: Consideration of the findings of the annual reports of student conduct, suspensions and expulsions; and incidences reported under the Electronic Violence and Vandalism Report System.

The principal shall annually:

- A. Disseminate the Code of Student Conduct to all staff, students and parents/guardians. It shall be made clear in word, deed and orally that the harassment, intimidation and bullying policies and procedures are a part of the code of student conduct;
- B. Report on the implementation of the Code of Student Conduct to the Board of Education at public meeting in accordance with N.J.A.C. 6A:16-7.1(a) 5, i-iv; and

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

- C. Report to the New Jersey Department of Education on student conduct, including all student suspension and expulsion and incidences reported under the Electronic Violence and Vandalism Reporting System.

Pupils who display chronic behavioral or academic problems may be referred to the child study team by the superintendent or designee for possible identification as disruptive or disaffected. Such referrals shall be in strict accordance with the due process regulations prescribed by the administrative code. Pupils so identified shall be provided with appropriate programs and services as prescribed by the child study team.

A pupil whose presence poses a continuing danger to persons or property, or an ongoing threat disrupting the academic process, may be suspended or expelled, following due process.

Any pupil who commits an assault (as defined by N.J.S.A. 2C:12-1) upon a board member, teacher, administrator or other employee of the board of education shall be suspended from school immediately according to procedural due process, and expulsion proceedings shall begin no later than 30 calendar days from the date of the pupil's suspension.

Drugs, Alcohol, Tobacco – Substance Abuse (5131.6)

In accordance with statute and code, penalties shall be assigned for use, possession and distribution of prescribed substances and drug paraphernalia. The penalties shall be graded according to the severity of the offense. Infractions shall be reported to the local law enforcement agency in accordance with the district's memorandum of agreement. Confidentiality shall be protected in accordance with federal and state law.

Weapons Offenses

Any pupil who is convicted or adjudicated delinquent for possession of a firearm or a crime while armed with a firearm or found knowingly in possession of a firearm on any school property or on a school bus or at a school-sponsored function shall be immediately removed from the school's regular education program for a period of not less than one calendar year. Each pupil so removed shall be placed in an alternative educational program or on home instruction and shall be entitled to a hearing before the board of education. The hearing shall take place no later than 30 days following the day the pupil is removed from the regular education program and shall be closed to the public.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

The principal shall be responsible for the removal of such students and shall immediately report them to the superintendent or designee. The principal shall also notify the appropriate law enforcement agency of a possible violation of the New Jersey Code of Criminal Justice. The superintendent shall determine at the end of the year whether the student is prepared to return to the regular education program, in accordance with procedures established by the Commissioner of Education.

Teaching staff members and other employees of the board having authority over pupils shall take such lawful means as may be necessary to control the disorderly conduct of pupils in all situations and in all places where such pupils are within the jurisdiction of the board.

The Camden County Technical School District Board of Education prohibits acts of harassment, intimidation, or bullying of a pupil. A safe, secure and caring environment in school is necessary for pupils to learn and achieve high academic standards. It is our mission. Harassment, intimidation, or bullying like other disruptive or violent behaviors, is conduct that disrupts both a pupil's ability to learn and a school's ability to educate its pupils in disciplined environment. Since pupils learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect and refusing to tolerate harassment, intimidation or bullying.

"Harassment, intimidation or bullying" is defined as any gesture, any written, verbal or physical act or any electronic communication 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, sexual affectation, 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 or on a school bus and that a reasonable person should know, under the circumstances, will have the effect of harming a pupil or damaging the pupil's property or placing a pupil in reasonable fear of harm to his/her person or damage to his/her property and that has the effect of insulting or demeaning any pupil or group of pupils in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.

Harassment, intimidation, or bullying is intentional.

CONDUCT/DISCIPLINE/

Harassment-Intimidation-Bullying (HIB) At School, On School Grounds, On School Buses & School Sponsored Activities (continued)

"Electronic communication" means communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or pager.

Acts of harassment, intimidation or bullying may also be a pupil exercising power and control over another pupil, either in isolated incidents (e.g., intimidation, harassment) or patterns of harassing or intimidating behavior (e.g., bullying). It is important that students, parents/guardians and staff understand that instances of HIB can occur on school grounds and off school grounds when the incident disrupts the learning environment.

This policy talks about consequences for acts of harassment, intimidation or bullying that occur off school grounds, such as cyber-bullying (e.g., the use of electronic wireless devices to harass, intimidate, or bully), to the extent this policy complies with the provisions of N.J.A.C. 6A:16-7.6, Conduct Away from School Grounds, and the district's Code of pupil conduct, pursuant to N.J.A.C. 6A:16-7.1. In all instances of harassment, intimidation or bullying behavior occurring off school grounds, the consequences only may be exercised when it is reasonably necessary for the pupil's physical or emotional safety and well-being or for reasons relating to the safety and well-being of other pupils, staff or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2, and when the conduct which is the subject of a proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. All acts of harassment, intimidation, or bullying that include the use of school property (e.g., school computers, other electronic or wireless communication devices) apply to the provisions of N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.9, harassment, intimidation, and bullying, whether the subject or recipient of the bullying is on or off school property.

Consequences and Appropriate Remedial Actions

The Board requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for pupils and staff members who commit one or more acts of harassment, intimidation or bullying consistent with the code of pupil conduct. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation or bullying by pupils. Appropriate consequences and remedial actions are those that are graded according to the severity of the offense(s), and consider the developmental ages of the pupil offenders and pupils' histories of inappropriate behaviors, per the code of pupil conduct.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Factors for Determining Consequences

1. Age, developmental and maturity levels of the parties involved;
2. Degrees of harm;
3. Surrounding circumstances;
5. Nature and severity of the behavior(s);
6. Incidences of past or continuing patterns of behavior;
7. Relationships between the parties involved; and
8. Context in which the alleged incidents occurred.

Factors for Determining Remedial Measures

Personal

1. Life skill deficiencies;
2. Social relationships;
3. Strengths;
4. Talents;
5. Traits;
6. Interests;
7. Hobbies;
8. Extracurricular activities and athletics;
9. Classroom participation; and
10. Academic performance.

Environmental

1. School culture;
2. School climate;
3. Pupil-staff relationships and staff behavior toward the pupil;
4. General staff management of classrooms or other educational environments;
5. Staff ability to prevent and manage difficult or inflammatory situations;
6. Social-emotional and behavioral reports;
7. Social relationships;
8. Community activities;
9. Neighborhood situation; and
10. Family situation.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Consequences and appropriate remedial action for pupils who commit acts of harassment, intimidation or bullying may range from positive behavioral interventions up to and including suspensions and/or expulsion, as set forth in the Board adopted Pupil Discipline/Code of Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a pupil who commits an act of harassment, intimidation or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the pupil and the pupil's history of problem behaviors and performance and must be consistent with the district's code of pupil conduct. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act and take corrective action for documented systemic problems related to harassment, intimidation and bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:

Consequences shall be:

1. Admonishment;
2. Temporary removal from classroom;
3. Deprivation of privileges;
4. Classroom or administrative detention;
5. Referral to principal/assistant principal or school bullying specialist(s);
6. In-school suspension during the school week or the weekend;
7. After-school programs;
8. Out-of-school suspension (short-term or long-term);
9. Legal action; and
10. Expulsion.

Remedial Measures – Personal – shall be:

1. Restitution and restoration;
2. Mediation;
3. Peer support group;
4. Recommendations of a pupil behavior or ethics council;
5. Corrective instruction or other relevant learning or service experience;
6. Supportive pupil interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
7. Behavioral assessment of reevaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;
8. Behavioral management plan, with benchmarks that are closely monitored;
9. Assignment of leadership responsibilities (e.g., hallway or bus monitor);

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

10. Involvement of school principal/assistant principal;
11. Pupil counseling;
12. Parent conferences; and
13. Referral to school bullying specialist(s).

Remedial Measures – Environmental (Classroom, School Building or School District)

1. School surveys determining the conditions contributing to harassment, intimidation, or bullying;
2. School culture change;
3. School climate improvement;
4. Adoption of research-based, systemic bullying prevention programs;
5. School policy and procedures revisions;
6. Modifications of schedules;
7. Modifications in pupil routes or patterns traveling to and from school;
8. Targeted use of technicians (e.g., hallway, cafeteria, but);
9. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
10. General professional development programs for certificated and non-certificated staff;
11. Professional development plans for involved staff;
12. Disciplinary action for school staff who contributed to the problem;
13. Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
14. Parent conferences;
15. Involvement of parent-teacher organizations;
16. Involvement of student based judiciary councils;
17. Revision of a general bullying response plan;
18. Recommendations of a pupil behavior or ethics council;
19. Peer support groups;
20. School transfers between campuses (if possible); and
21. Law enforcement (e.g., school resource office) involvement.

N.J.A.C. 6A:16-7.9(a)2.vi requires appropriate consequences and remedial actions for any staff member who commits an act of harassment, intimidation, or bullying. The consequences may include, but not be limited to, verbal or written reprimand, increment withholding, legal action, disciplinary action, and/or termination. Remedial measures may

CONDUCT/DISCIPLINE/

Harassment-Intimidation-Bullying (HIB) At School, On School Grounds, On School Buses & School Sponsored Activities (continued)

include, but not be limited to, in or out-of-school counseling, professional development programs and work environment modifications.

Disabled

Classified pupils are subject to the same disciplinary procedures as nondisabled pupils and may be disciplined in accordance with their IEP. However, before disciplining a classified pupil, it must be determined that:

- A. The pupil's behavior is not primarily caused by his/her educational disability; and
- B. The program that is being provided meets the pupil's needs.

Staff shall comply with state and federal law and the regulations of the New Jersey administrative code in dealing with discipline and/or suspension of all pupils with disabilities.

Reporting Procedure

Complaints alleging violations of this policy shall be reported to the principal/assistant principal, or school/district bullying specialist(s). All school employees, as well as other members, of the school community including pupils, parents/guardians, volunteers and visitors are required to report alleged violations of this policy to the principal/assistant principal or school/district bullying specialist(s). While submission of an Incident/Misconduct Report Form to the principal/assistant principal and/or school/district bullying specialist(s) is not required, the reporting party is encouraged to use the Incident Report Form available from the principal/assistant principal or available at the school district's administrative offices or the reporting party may use a district's web-based reporting system. Oral reports to the principal shall be considered official reports. Pupils and staff will be asked to submit written reports. Reports may be made anonymously only by calling the We Tip Hotline at 1-800-782-7463, but formal disciplinary action may not be based solely on the basis of an anonymous report.

A school employee who promptly reports an incident of harassment, intimidation, or bullying in accordance with this policy, and who makes this report in compliance with the procedures set forth in this policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident, as set forth in N.J.S.A. 18A:37-16.c.

CONDUCT/DISCIPLINE/

Harassment-Intimidation-Bullying (HIB) At School, On School Grounds, On School Buses & School Sponsored Activities (continued)

The principal/assistant principal or school/district bullying specialist(s)(s) is responsible for determining whether an alleged act constitutes a violation of this policy. The principal/assistant principal or school/district bullying specialist(s)(s) shall conduct a prompt, thorough and complete investigation of the alleged incident. The principal/assistant principal or school/district bullying specialist(s)(s) will maintain a record of each investigation regarding allegations of harassment, intimidation or bullying. All parties will communicate within one working day about the incident and the determination of the incident.

Response to an Incident of Harassment, Intimidation or Bullying

An appropriate response will be provided to the individual who commits any incident of harassment, intimidation or bullying. Some acts of harassment, intimidation or bullying may be isolated incidents requiring the school to respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation or bullying that require a response either at the classroom, school building or school district level or by law enforcement officials.

Consequences and appropriate remedial action for pupils who commit an act of harassment, intimidation or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7.3, Long-term Suspensions and N.J.A.C. 6A:7.5 Expulsions.

In considering whether a response beyond the individual level is appropriate, the administrator shall consider the nature and circumstances of the act, the degree of harm, the nature and severity of the behavior, past incidences or past or continuing patterns of behavior, and the context in which the alleged incident(s) occurred. The school district's responses can range from school surveys, to mailings, to focus groups, to adoption of research-based bullying prevention program models, to training for certificated and non-certificated staff. The district's responses may also include participation of parents/guardians and other community members and organizations, small or large group presentations for fully addressing the actions and the school district's response to the actions, in the context of acceptable pupil and staff member behavior and the consequences of such actions, and the involvement of law enforcement offices, including school resource officers. The district will also make resources available to individual victims of harassment, intimidation or bullying, including, but not limited to, school counseling services and environmental modifications.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Reprisal or Retaliation Prohibited

The Board prohibits reprisal or retaliation against any person who reports an act of harassment, intimidation or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the principal/assistant principal or school/district bullying specialist(s) after consideration of the nature, severity and circumstances of the act, in accordance with case law, Federal and State statutes and regulations and district policies and procedures. The consequences for pupils will range from positive behavior interventions up to and including suspension or expulsion. The consequences for employees will range from an admonishment to termination of employment (see contracts). The consequences for a volunteer will range from an admonishment to dismissal from the volunteer position.

Consequences for False Accusation

The Board prohibits any person from falsely accusing another as a means of harassment, intimidation or bullying. Consequences and appropriate remedial action for a pupil found to have falsely accused another as a means of harassment, intimidation or bullying may range from a positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37.1 et seq., Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7.3, Long-term Suspensions and N.J.A.C. 6A-7.5, Expulsions.

Consequences and appropriate remedial action for a school employee found to have falsely accuses another as a means of harassment, intimidation or bullying shall be in accordance with the district policies, procedures and agreements.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Consequences and appropriate remedial actions for a visitor or volunteer, found to have falsely accused another as a means of harassment, intimidation or bullying shall be determined by the principal/assistant principal or school/district bullying specialist(s), after consideration of the nature, severity and circumstances of the act which may include a report to appropriate law enforcement officials.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Policy/Publication

This policy will be disseminated annually to all school staff, pupils and parents/guardians along with a statement explaining the policy applies to all applicable acts of harassment, intimidation or bullying that occur on school property, at school-sponsored functions or on a school bus. The superintendent shall ensure notice of this policy appears in any publication of the school district that sets forth the comprehensive rules, procedures and standards for schools within the district, in any pupil handbook that includes the Pupil Code of Conduct. This notice shall also indicate the district's Harassment, Intimidation and Bullying Policy (HIB) is posted on the district website.

Harassment, Intimidation and Bullying (HIB) Prevention Programs

Pursuant to N.J.S.A. 18A:37-17(c) and N.J.A.C. 6A:16-7.9(d)1.i, information regarding the district's Harassment, Intimidation and Bullying Policy (HIB) shall be incorporated into a school's employee training program.

Pursuant to N.J.A.C. 6A:16-7.9(d)3, the district is required to annually review the extent and characteristics of harassment, intimidation and bullying behavior in the schools of the district and implement locally determined programmatic or other responses, if determined appropriate by the district Board of Education.

Pursuant to N.J.A.C. 6A:16-7.9(d)1, the school district is required to annually review the training needs of district staff for the effective implementation of the Harassment, Intimidation and Bullying Policy, procedures, programs and initiatives of the district Board of Education and implement locally determined staff training programs consistent with the annual review of training needs and the finding of the annual review and update of the code of pupil conduct, pursuant to N.J.A.C. 6A:16-7.1(a)3, as determined appropriate by the district Board of Education.

Pursuant to N.J.A.C. 6A:16-7.9(d)2, the school district is required to develop a process for annually discussing the school district's Harassment, Intimidation and Bullying Policy with pupils.

Pursuant to N.J.S.A. 18A:37-15.1, this policy shall be transmitted to the Executive County Superintendent of Schools.

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities (continued)**

Pursuant to N.J.S.A. 18A:37-19, the school district may apply to the Commissioner of Education for additional costs due to the implementation of the provisions of N.J.S.A. 18A:37-13 through N.J.S.A. 18A:37-19, N.J.A.C. 6A:16-7.9 et. seq.

District and School Based Bullying Specialist(s)

Annually, the Board of Education shall appoint a district anti-bullying specialist(s) who will be trained in HIB prevention to coordinate district programs and work with the school based HIB teams. Annually, the principal shall make a recommendation to the Board of Education to appoint a school based anti-bullying specialist(s), for the campus, who will be trained in HIB Prevention Teams in each school to coordinate school programs and work with the staff. These positions shall be a part of the daily job description of either a member of the administration, child study team, guidance department who agrees to accept this at no additional stipend. These positions shall be effective beginning September, 2011.

Date: March 16, 1988
Revised: August 27, 2003
Revised: October 17, 2007
Revised: April 22, 2009
Revised: May 20, 2009
Revised: March 16, 2010
Revised: May 11, 2011

Legal References:	N.J.S.A.	2A-4A-60 <u>et al.</u>	Disclosure of juvenile information; penalties for disclosure
	N.J.S.A.	2C:12-1	Definition of assault
	N.J.S.A.	2C:33-19	Paging devices, possession by students
	N.J.S.A.	2C:39-5	Unlawful possession of weapons
	N.J.S.A.	18A:6-1	Corporal punishment of pupils
	N.J.S.A.	18A:11-1	General mandatory powers and duties
	N.J.S.A.	18A:25-2	Authority over pupils
	N.J.S.A.	18A:36-19a	Newly enrolled students; records and identification
	N.J.S.A.	18A:37-1 <u>et seq.</u>	Discipline of Pupils

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities**

Legal References (continued)

N.J.S.A.	18A:37-15	Adoption of policy by each school district
N.J.S.A.	18A:37-19	Application by school district for reimbursement
N.J.S.A.	18A:40A-1 <u>et seq.</u>	Substance Abuse
N.J.S.A.	18A:54-20	Powers of board (county vocational schools)
N.J.A.C.	6A:14-2.8	Discipline/suspension/expulsions
N.J.A.C.	6A:16-1.1 <u>et seq.</u>	Programs to Support Student Development
N.J.A.C.	6A:16-7.1(a)3	Review and update of the code of student conduct
N.J.A.C.	6A:16-7.1(a) 5, i-iii	Chief school administrator shall report annually
N.J.A.C.	6A:16-7.1	Code of pupil conduct
N.J.A.C.	6A:16-7.2	Short-term suspensions
N.J.A.C.	6A:16-7.3	Long-term suspensions
N.J.A.C.	6A-7.5	Expulsions
N.J.A.C.	6A:16:-7.6	Conduct away from school grounds
N.J.A.C.	6A:16-7.9	Intimidation, harassment and bullying
N.J.A.C.	6A:16-7.9(a)2.vi	Appropriate consequences and remedial action for any staff member
N.J.A.C.	6A:16-7.9(d)1	Annually review the training needs of school district staff
N.J.A.C.	6A:16-7.9(d)1.i	Information regarding the district's board of education policy
N.J.A.C.	6A:16-7.9(d)2	Develop a process for annually discussing
N.J.A.C.	6A:16-7.9(d)3	Annually review the extent and characteristics
N.J.A.C.	6A:16-8	Establishment of intervention and referral services

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities**

Legal References (continued)

N.J.A.C.	6A:32-12.1	Reporting requirements
N.J.A.C.	6A:32-12.2	School-level planning

P.L. 2007, c.129, amends N.J.S.A. 18A:37-15 and includes electronic communication in the definition of public school "harassment, intimidation or bullying"

20 U.S.C.A. 1415(k) Individual with Disabilities Education Act Amendments of 1997

Bethel School District No. 403 v. Fraser, 478 U.S. 675 (1986)

Hazelwood v. Kuhlmeier, 484 U.S. 260 (1988)

Honig v. Doe, 484 U.S. 305 (1988)

See also Commissioner's Decisions indexed under "Pupils – Punishment of" in Index to N.J. School Law Decisions

No Child Left Behind Act of 2001, Pub. L. 107-110, 20 U.S.C.A. 6301 et seq.

L.W. v. Toms River Regional Schools Board of Education, N.J., No. A-111-05 (Feb. 22, 2007), 2007 N.J. LEXIS 184. The New Jersey Supreme Court ruled that a school district may be held liable under the New Jersey Law Against Discrimination (LAD), N.J.S.A. 10:5-1 to -49, when students harass another student because of his perceived sexual orientation. A district school will be liable for such harassment if it knew or should have known of the harassment but failed to take reasonable remedial actions. The matter was remanded to the Director of the Division of Civil Rights.

Manual for the Evaluation of Local School Districts

A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials (1999 Revisions)

CONDUCT/DISCIPLINE/

**Harassment-Intimidation-Bullying (HIB) At School, On School Grounds,
On School Buses & School Sponsored Activities**

Legal References (continued)

Possible

Cross References:	1220	Advisory Committees
	1410	Local Units
	3517	Security
	3541.33	Transportation Safety
	4118.5	Employee Protection
	4131/4131.1	Staff Development; Inservice
	4231/4231.1	Education/Visitation/Conferences
	5000/5010	Concepts and Roles in Pupil Personnel; Personal Goals and Objectives
	5020	Role of Parents/Guardians
	5113	Absences and Excuses
	5114	Suspension and Expulsion/Pupil Due Process
	5124	Reporting to Parents/Guardians
	5127	Graduation Procedures and Ceremonies
	5131.5	Vandalism/Violence
	5131.6	Drugs, Alcohol, Tobacco – Substance Abuse
	5131.7	Weapons and Dangerous Instruments
	5132	Dress and Grooming
	5145.4	Equal Educational Opportunity
	5145.6	Pupil Grievance Procedure
	5145.11	Questioning and Apprehension
	5145.12	Search and Seizure
	6145	Extracurricular Activities
	6164.4	Child Study Team
	6171.4	Special Education
	6172	Alternative Educational Programs