

## NJABA Recommendations to NJ Anti-Bullying Task Force

### May 6, 2014

1. HIB definition -- we recommend the use of a power differential as an "other distinguishing characteristic," but not as an additional element that must be proven in all cases
2. Principal discretion -- "whether or not the facts presented, if true, [would] **may (or might)** constitute HIB."
3. Time Limit for requesting board hearing -- "not later than forty-five (45) calendar days after **actual receipt by the parents or guardians of** the information required by that section to be transmitted by the superintendent to the parents or guardians."
4. Adult on student behavior -- we agree with clarification proposed.
5. HIB records -- "[Information] **Records** relating to **complaints, investigation, and outcomes of** alleged incidents of harassment, bullying and intimidation"

Periodic review of HIB records to determine educational relevance

Clarify required disclosure to families challenging findings and to victims/targets

6. School safety/climate -- The district board of education shall "Annually conduct a re-evaluation, reassessment and review of its harassment, intimidation, and bullying policy and **practice, including** any reports, **data**, and /or findings of the school safety/school climate team(s), **district anti-bullying coordinator, and school anti-bullying specialist(s)** and make any necessary revisions...."

Alternatively, or in addition, recommend code language that explicitly requires the school safety/climate team to provide an annual report to the board that is based on its review of actual HIB complaints and investigations and any patterns of HIB identified.

7. Retaliation for HIB complaints -- issue for Task Force to examine