

# Anti-HIB Student On- Line Training



Northeastern Local School  
District 6-12<sup>th</sup> Grade

# Agenda

What is the difference between Harassment, Intimidation, and Bullying?

HIB and Retaliation Facts & Concerns

How to make a Referral (3 ways)

HIB School Prevention and Student Interventions



### What is Harassment?

Harassment includes any conduct (verbal, written, graphic, digital, or physical) relating to another student's race, national origin, religion, color, disability, or gender that is sufficiently severe, pervasive, or persistent.



## What are the Consequences of School Harassment?

**Students who observe harassing behaviors at school may begin to think HIB is “Not a big deal”**

- Some students join in on the Bullying, Harassment, and Intimidation.
- Others might worry about becoming the next target and not focus on learning.
- Some students will step in to mediate a situation and end up getting in trouble.



## What is Intimidation?

to make timid or fearful :  
frighten; *especially* : to  
compel or deter by threats;  
causing fear of injury or  
harm


# Inappropriate Behaviors That Will Effect Our School




Intimidation and threats of physical violence motivated by race, color, or national origin



Physical acts of aggression, bullying, fighting, or damage to another's property



Demeaning racial jokes, taunting, racial slurs and derogatory racial "nicknames," innuendos, or other negative or derogatory remarks of a racial nature



Graffiti and/or slogans or visual displays such as cartoons or posters depicting racial/ethnic slurs



## **What is Bullying?**

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

**Repetition:** Bullying behaviors happen more than once or have the potential to happen more than once.

- In some cases students try to retaliate against someone that reported an incident. There will be severe consequences issued to students that retaliate against any student that would make a referral.

# What is Retaliation?







# What we should know...

Almost 43% of sixth graders are bullied

Middle & High School tends to be a time where bullying and harassment occur the most

Most bullying/harassment takes place inside the school

Now that I know what HIB is ...

How do I report an incident if I see it?

Who can I contact to make a referral?

What is the HIB Hotline?

Where are the HIB referral forms at?

# **HIB Building/District Coordinators**

**Northeastern Middle School - Mr. Dobbelaere**

**Northridge Middle School - Mr. Linkhart**

**Kenton Ridge High School - Mr. Hill**

**Northeastern High School - Mr. Justice**

**District HIB Coordinators - Mrs. McGuire &  
Mr. Linson**

# How to Refer/Investigation/Monitoring System



Google Custom Search



DISTRICT

OUR SCHOOLS

RESOURCES

DEPARTMENTS

DISTRICT CALENDAR

NEW FACILITIES

## News

NELSD 1:1 Program extends to Middle School Students

2018-19 Supply Lists

Board Hires New Rolling Hills Principal, NEHS Athletic Director

EPA: Water Testing Issues at NEHS Resolved

NEHS, SVMS Students Excel at Science Fair

Kenton Ridge Teacher Honored

## Parent Resources

Staff Contact Information

Student Registration

EZPay

Student Accident Insurance Plan 2017/2018

Check Student Grades

New Student Registration

Student Services

Registering Your Student Online Instructions

Reset Password For Student Grades

School Forms

NELSD 1:1

Sign Up To Receive Bus And Athletic Text Alerts

## Student Resources

Staff Contact Information

Student Email Account

Register Your Student Online

Aleks

NELSD 1:1

Anonymous Safety Tip Line 937-568-7117

Check Student Grades

EZPay Options

AIR Practice Test

Sign Up To Receive Bus And Athletic Text

## Harassment And Bullying Resources

Parent Access Password Reset

Student Services

School Forms



# NELSD HIB Resources Web Page

## Harassment, Intimidation and Bullying Resources

### Overview of Anti-HIB (Harassment, Intimidation, and Bullying) Efforts

It is the policy of the Board of Education to maintain an education and work environment, which is free from all forms of unlawful harassment, intimidation, or bullying. This commitment applies to all School District operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct occurs during an activity sponsored by the Board.

**Anti-Harassment Statement-**The Board will vigorously enforce its prohibition against discrimination and harassment based on sex, race, color, national origin, religion, disability, genetic information, or any other unlawful basis, and encourages those within the School District community as well as third parties, who feel aggrieved to seek assistance to rectify the problems. The Board will investigate all allegations of harassment and in those cases where unlawful harassment is substantiated the Board will take immediate steps to end the harassment. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action, which could include suspension, expulsion, or appropriate discipline for district employees which could include termination.

**Anti-Intimidation Statement-**Intimidation is to make someone fearful or frighten; to compel or deter by threats causing fear of injury or harm. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school sponsored activity, on school provided transportation, or at any official school bus stop.

**Anti-Bullying Statement-** Bullying is sufficiently severe, persistent, or pervasive that it creates an intimidation, threatening, or abusive educational environment. Bullying is causing mental or physical harm to the other students including placing an individual in reasonable fear of physical harm and/or damaging of students' personal property. Bullying behavior by any student in the Northeastern Local School District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. "Harassment, intimidation, or bullying," in accordance with R.C. 3313.666 means any intentional written, verbal, graphic or physical act including electronically transmitted acts i.e., internet, cell phone, personal digital assistant (PDA), or wireless hand held device, either overt or covert, by students, including violence within a dating relationship, with intent to harass, intimidate, injure, threaten, ridicule, or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school sponsored activity, on school provided transportation, or at any official school bus stop.

### HARASSMENT, INTIMIDATION, AND BULLYING ON-LINE TRAINING

[PreK - 5th Grade Training](#)

[6-12th Grade Training](#)

[Parent Training](#)

[Staff Training](#)

### HARASSMENT (TITLE IX) - BULLYING - SAFETY TIP LINE (937) 568-7117

If you or someone you know has experienced harassment, intimidation, or bullying at school for any reason, you may make a complaint and to have the incident(s) investigated by the district. To make a complaint, individuals may submit complaints online, call the District's Safety Tip Line, and/or speak to one of the designated building/district contacts.

## **Other Options to Refer for Harassment, Intimidation, and Bullying**

### **Harassment (Title IX) - Bullying - Safety Tip Line**

(937) 568-7117

Any student, parent/guardian, or school employee may complete this form and return it to any school employee. Any school employee who receives a completed complaint form or any other written or verbal complaint will immediately report the complaint to the District's Anti-Harassment Coordinator and school official designated to handle harassment complaints. The designated school official will investigate and resolve the complaint under the District's policies and regulations, and consistent with all applicable federal and state laws.

### **“On-Line Referral for HIB”**

### **“Safety Tip Line”**

#### **HARASSMENT, INTIMIDATION, BULLYING, AND TITLE IX**

If you or someone you know has experienced harassment, intimidation or bullying at school for any reason, you may make a complaint and to have the incident(s) investigated by the district. To make a complaint, individuals may submit complaint online, call the District's Safety Tip Line, and/or speak to one of the designated building/district contacts.

**Submit an Online Referral**



# **Responsive school approaches include:**

- Create a safe environment for everybody
- Move towards an appreciation of differences as they relate to race, ethnicity, national origin, religion, and/or ability.
- If you see Harassment, Intimidation, or Bullying, report it to a staff member, your principal, or your parents.

**Thank you for  
your  
participation.**