

# PITTSBURGH TOWNSHIP SCHOOL DISTRICT

**Parents' Guide to Harassment,  
Intimidation, & Bullying**

# WHAT IS HARASSMENT, INTIMIDATION, & BULLYING (HIB)?

The ABR (Anti-Bullying Bill of Rights Act) defines harassment, intimidation, and bullying (HIB) as any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by an 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; and that

1. 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**
2. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student, damaging the student's property, or placing a student in reasonable fear or physical or emotional harm or damage to his/her property; **or**
3. Has the effect of insulting or demeaning any student or group of students; **or**
4. 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.

# WHAT ARE THE DIFFERENT TYPES OF BULLYING?

1. Physical: Includes, but is not limited to: hitting, punching, shoving, spitting, or taking/damaging student's personal belongings
2. Verbal: Includes, but is not limited to: name calling, teasing, taunting, making threats
3. Psychological: Includes, but is not limited to: spreading rumors and gossip, purposefully excluding student(s) from activities and/or friendships
4. Electronic: Includes, but is not limited to: using the internet and/or electronic device to intentionally cause harm to other students, commonly referred to as cyberbullying.

# WHAT IS THE DIFFERENCE BETWEEN CONFLICT & BULLYING?

## CONFLICT:

1. Equal balance of power
2. Both sides engage and are mutually involved as aggressors

## BULLYING:

1. Imbalance of power (Aggressor vs. Victim) is clear
2. Intent of Aggressor is to cause harm, hurt, or humiliation

## Quick Tip:

Behaviors that involve conflict, the school will follow the procedures in place established in the Student Code of Conduct. Behaviors that are indicative of bullying, the school will proceed with an official HIB investigation.

# HOW CAN PARENTS HELP?

1. Keep the lines of communication open with your child(ren).
2. Teach compassion and model how to treat others with respect and kindness.
3. Talk with your child(ren) about bullying and how to stand up to it safely.
4. Be mindful of your child's internet and electronic device usage.
5. Maintain close contact throughout the year with your child's teacher(s) and principal.

# PARENT RESOURCES

Additional Resources

NJDOE Parent Guidance

Stop Bullying