



Definition of HIB

(Harassment, Intimidation, or Bullying)

For a determination of HIB on or off school grounds under the ABR, there must be:

- ❑ Substantial disruption of interference with the orderly operation of school or student's rights;
- ❑ An actual or perceived distinguishing characteristic as the motivating factor; and
- ❑ One of the following:
 - o Physical or emotional harm to a student or his or her property or fear of harm to student or property;
 - o Effect of insulting or demeaning a student or group of students; or
 - o Creation of a "hostile educational environment" interfering with a student's education

Taken from "The Essentials of HIB Investigations" presented by Legal One, NJDOE

with assistance from the NJ State Police

Conflict vs. HIB Fact Sheet

What is the difference between normal conflict and HIB?

**The examples given do not indicate that an incident automatically fits the definition of HIB*

NORMAL CONFLICT

Conflict is “mutually competitive or opposing action of engagement.”

Conflict includes disagreements, arguments, and fights.

Conflict is a normal part of growing up and life.

BULLYING

HIB is one sided.

HIB involves one or more students that are victims of one or more person’s aggression.

HIB includes the intent to physically or emotionally hurt someone.

What does bullying look like?

VERBAL

Includes taunting, name calling, malicious teasing, or making threats

PHYSICAL

Includes hitting, punching, shoving, spitting, or taking personal belongings

PSYCHOLOGICAL

Includes spreading rumors, purposefully excluding people from activities, breaking up friendships

CYBERBULLYING

Includes using the Internet, mobile phone, or other digital technologies to harm others