

# HARRASSMENT, INTIMIDATION AND BULLYING (HIB)

## HOW DO I KNOW?

In order to assess whether an incident should be reported as a case of HIB, *all three of the following criteria must be met:*

HIB means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents, that:

1 – is reasonably perceived as being motivated by any 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 (could be as simple as red hair membership in the band or honor society), **AND**

2 – takes place on school property, at any school-sponsored function, or off school grounds, **AND**

3 – substantially disrupts or interferes with the orderly operation of the school or the rights of other students

## DIFFERENCE BETWEEN CONFLICT AND HIB

<b><u>Conflict</u></b>	<b><u>HIB</u></b>
Mutually competitive or opposing action or engagement.	HIB is one-sided
Includes disagreements, arguments and fights.	One or more students are victims of one or more person's aggression, as it applies to the HIB definition under the ABR
A normal part of growing up and of life	The intent is to physically or emotionally hurt someone.