

HIB Requirements

“Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents that:

MUST MEET ALL THREE:

- 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,
- 2) that takes place on school property, at any school- sponsored function, or off school grounds that,
- 3) substantially disrupts or interferes with the orderly operation of the school or the rights of other student and that:

MUST HAVE MET 1 OR MORE:

- a. a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; or
- b. has the effect of insulting or demeaning any student or group of; or
- c. 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.