



# HARASSMENT, INTIMIDATION, AND BULLYING

From the Anti-Bullying Bill of Rights

# Anti-Bullying Specialists (ABS)

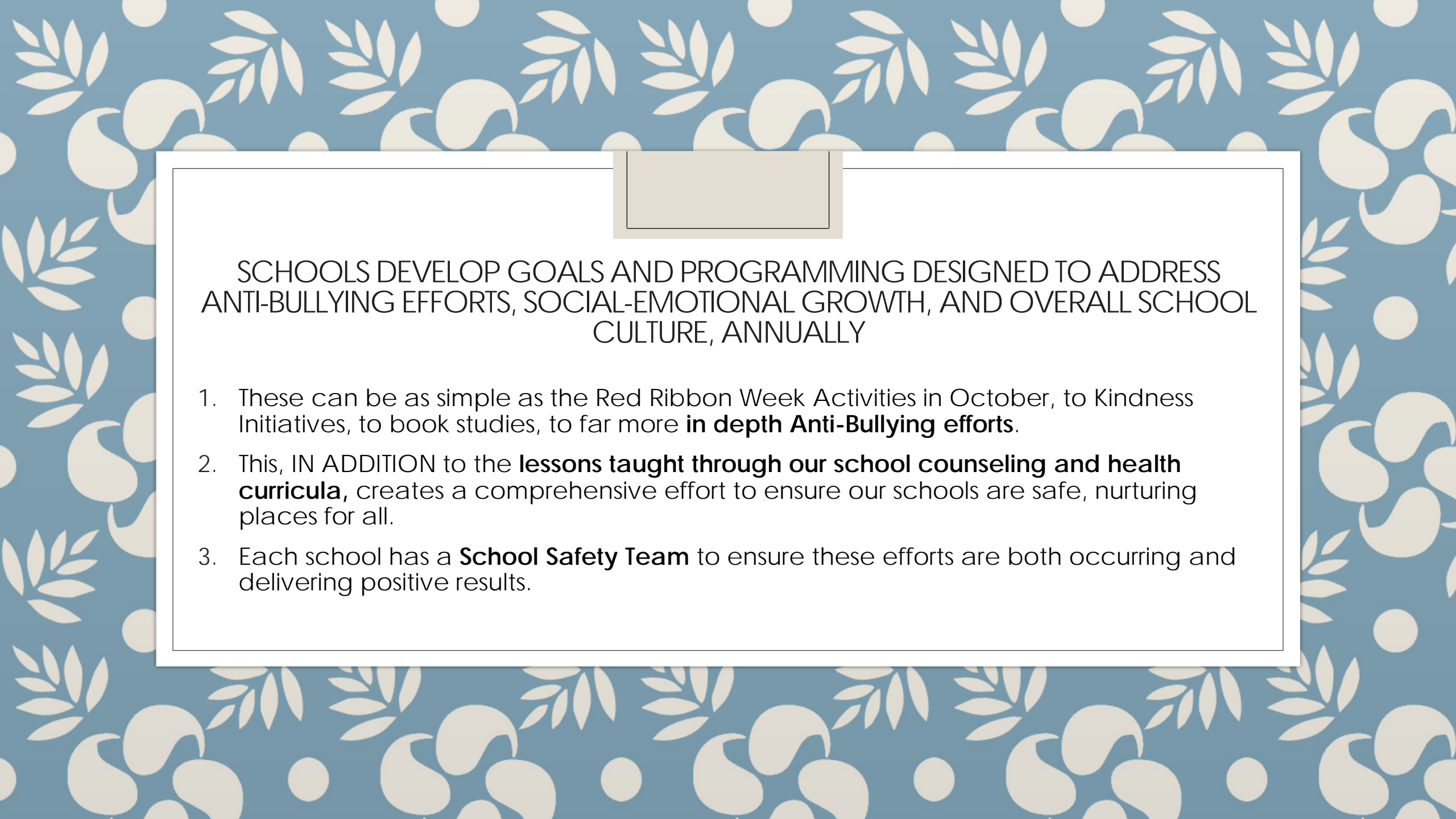
- We have **NINE ABS's** in our district
  - Burnet Hill- **Jacqui Byrne**, [jbyrne@livingston.org](mailto:jbyrne@livingston.org)
  - Collins- **Susan Carter**, [scarter@livingston.org](mailto:scarter@livingston.org)
  - Harrison- **MaryKate O'Brien**, [mobrien@livingston.org](mailto:mobrien@livingston.org)
  - Hillside- **Lisa Bowe**, [lbowe@livingston.org](mailto:lbowe@livingston.org)
  - Mt. Pleasant Elem- **Jennie Kelner**, [jkelner@livingston.org](mailto:jkelner@livingston.org)
  - Riker Hill- **Dina Kandel**, [dkandel@livingston.org](mailto:dkandel@livingston.org)
  - Mt. Pleasant Middle- **Andrew Espinoza**, [aespinoza@livingston.org](mailto:aespinoza@livingston.org)
  - Heritage- **Chrystie Young**, [cyoung@livingston.org](mailto:cyoung@livingston.org)
  - Livingston High School- **Amro Mohammed**, [amohammed@livingston.org](mailto:amohammed@livingston.org)
- One Anti-Bullying Coordinator- **Lisa Capone-Steiger**, [lsteiger@livingston.org](mailto:lsteiger@livingston.org)

# Training for Adults in Schools

- ABC is trained at least annually at the policy level by our policy writers Strauss Esmay.
- ABS's are trained at least twice per year by ABC and/or school attorney.
- Existing staff receive two hours of training at least once every five years to satisfy NJSA-18A:37-13. **We train annually at the building level through our Anti-Bullying Specialist.**
- **New employees, Board Members, Volunteers and Coaches are trained annually.**

Building based  
focus on  
Anti-Bullying Laws  
N.J.S.A. 18A:37-13

Each school building in NJ is required to engage in Anti-Bullying efforts~ these are **planned for and monitored by the ABS** and the School Safety Team.



SCHOOLS DEVELOP GOALS AND PROGRAMMING DESIGNED TO ADDRESS ANTI-BULLYING EFFORTS, SOCIAL-EMOTIONAL GROWTH, AND OVERALL SCHOOL CULTURE, ANNUALLY

1. These can be as simple as the Red Ribbon Week Activities in October, to Kindness Initiatives, to book studies, to far more **in depth Anti-Bullying efforts**.
2. This, IN ADDITION to the **lessons taught through our school counseling and health curricula**, creates a comprehensive effort to ensure our schools are safe, nurturing places for all.
3. Each school has a **School Safety Team** to ensure these efforts are both occurring and delivering positive results.

Any adult who is made aware of a potential HIB must report that to the building principal within the school day.

Reporting

# Conflict versus HIB

## Conflict

- **Two-sided**
- May be a violation of the Code of Conduct.

## HIB

- **One-sided**
- Must be motivated by ones' distinguishing characteristics.
- Must be reasonably perceived to cause harm to the target.
- Must create a substantial disruption to the educational environment for the target or the school community.
- Can occur on or off school grounds.

# Response to Investigation

For either Found or Unfound HIB's the ABS **may recommend**:

Discipline

Education

and/or

Counseling

...for all involved students



# Resources

District Webpage

<https://www.livingston.org/>

Parent Resources on the District Webpage

<https://www.livingston.org/Page/25357>

Parent's Guide to HIB

<http://www.state.nj.us/education/students/safety/behavior/hib/ParentGuide.pdf>