



HIB & Retaliation Staff On-line Training

**Northeastern Local School
District**



Goals for On-line Staff Training

Understanding staff's role and awareness on incidents of HIB and who to contact

Process of intervening, reporting, investigating, and responding to incidents of HIB

Increase adult awareness to respond to problematic school culture

Who Are the HIB Building/District Coordinators?

Northeastern High School - Mr. Todd Justice

Kenton Ridge High School - Mr. John Hill

Northeastern Middle School - Mr. Zack Dobbelaere

Northridge Middle School - Mr. Linkhart

Northeastern Elementary School – Ms. Lori Swafford

Rolling Hills Elementary School - Mr. Drew Snyder

Northridge Elementary School - Mr. Rob Shaffer

Transportation - Mr. Andy McClain

District HIB Coordinators-Mrs. Carrie McGuire & Mr. Steve Linson

Report & Respond Immediately To Instances of Harassment, Intimidation, and Bullying

Staff members **MUST** report all allegations of HIB. Each school must take immediate and appropriate action to investigate or otherwise determine what occurred.

The HIB Building Coordinator will immediately initiate an investigation which may take up to a week depending on the size and severity of the allegation. All underlying documentation from the investigation should be sent to the HIB Coordinator.

If an investigation reveals that discriminatory harassment has occurred, a school must take prompt and effective steps reasonably calculated to end the harassment, eliminate any hostile environment and its effects, prevent the harassment from recurring, and provide intervention for the victim and the offender.



What is Harassment?

Harassment includes any conduct (verbal, written, graphic, digital, or physical) relating to another student's race, national origin, religion, color, disability, or gender that is sufficiently severe, pervasive, or persistent.

**Harassment
falls into
one of the
following
categories:**

BLATANT HARASSMENT

Includes sexually, racially, or ethnically motivated assaults, abusive graffiti, and verbal taunts and jeers meant to denigrate. Such incidents can escalate to serious abuse or violence.

INSTITUTIONALIZED RACISM

Encompasses the collective effect of practices and behaviors that prevent a targeted group from fully realizing the benefits of their own efforts or from sharing in publicly supported opportunities and activities.

Harassing behaviors may take on many forms including:

- **Verbal acts and name-calling: graphic and written statements, which may include use of cell phones or the Internet; or other conduct that may be physically threatening, harmful, or humiliating.**



What is Intimidation?

to make timid or fearful,
frighten and to compel/deter
by threats; causing fear of
injury or harm



What is Bullying?

An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

- ***In some cases perpetrators and their friends and associates may take retaliatory action against students who report incidences of harassment, it is crucial that schools institute measures that are reasonably calculated to prevent retaliation against the student targets. At a minimum, staff should make sure that the harassed students and their parents know how to report any subsequent problems and should make follow-up inquiries to see if there have been any new incidents of harassment or any retaliation.***

What Is Retaliation?





Historically, schools have responded poorly to bullying and harassment due to misunderstanding, ignorance, or apathy.

Solely suspending students involved with HIB limits their opportunity to receive positive support for behavior change

Proactive and preventative approaches are preferred by culturally responsive schools

Responsive and Approachable Teachers and Staff



Report All instances of HIB that you witness in our schools

Know your Building and District Anti-HIB Coordinator(s)

Tap into student strengths and interests

Help foster connections to the school

Explicitly teach skills related to empathy and compassion

How to Refer/Investigation/Monitoring System



Google Custom Search



DISTRICT

OUR SCHOOLS

RESOURCES

DEPARTMENTS

DISTRICT CALENDAR

NEW FACILITIES

News

NELSD 1:1 Program extends to Middle School Students

2018-19 Supply Lists

Board Hires New Rolling Hills Principal, NEHS Athletic Director

EPA: Water Testing Issues at NEHS Resolved

NEHS, SVMS Students Excel at Science Fair

Kenton Ridge Teacher Honored

Parent Resources

Staff Contact Information

Student Registration

EZPay

Student Accident Insurance Plan 2017/2018

Check Student Grades

New Student Registration

Student Services

Registering Your Student Online Instructions

Reset Password For Student Grades

School Forms

NELSD 1:1

Sign Up To Receive Bus And Athletic Text Alerts

Student Resources

Staff Contact Information

Student Email Account

Register Your Student Online

Aleks

NELSD 1:1

Anonymous Safety Tip Line 937-568-7117

Check Student Grades

EZPay Options

AIR Practice Test

Sign Up To Receive Bus And Athletic Text

Harassment And Bullying Resources

Parent Access Password Reset

Student Services

School Forms



NELSD HIB Resources Web Page

Harassment, Intimidation and Bullying Resources

Overview of Anti-HIB (Harassment, Intimidation, and Bullying) Efforts

It is the policy of the Board of Education to maintain an education and work environment, which is free from all forms of unlawful harassment, intimidation, or bullying. This commitment applies to all School District operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct occurs during an activity sponsored by the Board.

Anti-Harassment Statement-The Board will vigorously enforce its prohibition against discrimination and harassment based on sex, race, color, national origin, religion, disability, genetic information, or any other unlawful basis, and encourages those within the School District community as well as third parties, who feel aggrieved to seek assistance to rectify the problems. The Board will investigate all allegations of harassment and in those cases where unlawful harassment is substantiated the Board will take immediate steps to end the harassment. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action, which could include suspension, expulsion, or appropriate discipline for district employees which could include termination.

Anti-Intimidation Statement-Intimidation is to make someone fearful or frighten; to compel or deter by threats causing fear of injury or harm. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school sponsored activity, on school provided transportation, or at any official school bus stop.

Anti-Bullying Statement- Bullying is sufficiently severe, persistent, or pervasive that it creates an intimidation, threatening, or abusive educational environment. Bullying is causing mental or physical harm to the other students including placing an individual in reasonable fear of physical harm and/or damaging of students' personal property. Bullying behavior by any student in the Northeastern Local School District is strictly prohibited, and such conduct may result in disciplinary action, including suspension and/or expulsion from school. "Harassment, intimidation, or bullying," in accordance with R.C. 3313.666 means any intentional written, verbal, graphic or physical act including electronically transmitted acts i.e., internet, cell phone, personal digital assistant (PDA), or wireless hand held device, either overt or covert, by students, including violence within a dating relationship, with intent to harass, intimidate, injure, threaten, ridicule, or humiliate. Such behaviors are prohibited on or immediately adjacent to school grounds, at any school sponsored activity, on school provided transportation, or at any official school bus stop.

HARASSMENT, INTIMIDATION, AND BULLYING ON-LINE TRAINING

[PreK - 5th Grade Training](#)

[6-12th Grade Training](#)

[Parent Training](#)

[Staff Training](#)

HARASSMENT (TITLE IX) - BULLYING - SAFETY TIP LINE (937) 568-7117

If you or someone you know has experienced harassment, intimidation, or bullying at school for any reason, you may make a complaint and to have the incident(s) investigated by the district. To make a complaint, individuals may submit complaints online, call the District's Safety Tip Line, and/or speak to one of the designated building/district contacts.

Other Options to Refer for Harassment, Intimidation, and Bullying

Harassment (Title IX) - Bullying - Safety Tip Line

(937) 568-7117

Any student, parent/guardian, or school employee may complete this form and return it to any school employee. Any school employee who receives a completed complaint form or any other written or verbal complaint will immediately report the complaint to the District's Anti-Harassment Coordinator and school official designated to handle harassment complaints. The designated school official will investigate and resolve the complaint under the District's policies and regulations, and consistent with all applicable federal and state laws.

“On-Line Referral for HIB”

“Safety Tip Line”

HARASSMENT, INTIMIDATION, BULLYING, AND TITLE IX

If you or someone you know has experienced harassment, intimidation or bullying at school for any reason, you may make a complaint and to have the incident(s) investigated by the district. To make a complaint, individuals may submit complaint online, call the District's Safety Tip Line, and/or speak to one of the designated building/district contacts.

Submit an Online Referral

**How we will keep classrooms,
schools and school-related
activities safe for everyone:
Addressing observed or
reported allegations of racial
harassment and retaliation**

**Thank you for
your
participation**