

HARASSMENT, INTIMIDATION AND BULLING
STAFF ACKNOWLEDGEMENT SIGN-OFF FORM
WALDWICK SCHOOL DISTRICT

The New Jersey Anti-Bullying Bill of Rights, PL2010, Chapter 122, effective September 1, 2011 states that "Harassment, Intimidation or Bullying" means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or series of incidents, that is reasonably perceived as being motivated either by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored function, on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of the other students and that:

- 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 the student in reasonable fear of physical or emotional harm to his person or damage to his property;
- b. has the effect of insulting or demeaning any student or group of students; or
- c. creates a hostile educational environment for the student by interfering with a student's education or by severely causing physical or emotional harm to the student.

If a school employee, contracted service provider, or volunteer of the school witnesses or becomes aware of an act of HIB, she/he shall report it verbally to the Principal or his/her designee on the same day that the act of HIB is witnessed or learned of. A written report shall be submitted to the Principal within two school days of the verbal report (report forms are available in the main office of each building). All members of the school community are expected to abide by the district's HIB Policy.

In signing this form I indicate that I understand the definition of HIB and the new procedures and consequences outlined in the Anti-Bullying Bill of Rights. I have reviewed a copy of the law and the district policy which is available on the district's website.

Employee Name: _____

Employee Signature: _____

Date signed: _____