

The Nutley School District Bi-Annual H.I.B. Report:

January 2023 – June 2023

**Presented by:
Kent Bania, Superintendent**

December 11, 2023



Harassment, Intimidation And Bullying



Anti-Bullying Staff

➤ **Anti-Bullying Coordinator: Joseph Cappello**

➤ **Anti-Bullying Specialists/Investigators:**

- **Lincoln: Nancy Thunell**
- **Radcliffe: Lauren Alfaro**
- **Spring Garden: Miranda Dambrot**
- **Washington: Kelli Cerniglia**
- **Yantacaw: Merrill Barbone**
- **JHWMS: Alisa Gennace**
- **NHS: Averì Zarbetski**



Investigation Findings

➤ Non-HIB Event (Unfounded)

- Incident did not meet the criteria of a H.I.B. event or code of conduct violation.

➤ HIB Event (Founded)

- Incident did meet the criteria of a H.I.B. event as defined by the Anti-Bullying Bill of Rights / Nutley School District HIB Policy.

➤ Code of Conduct Violation

- Incident did not meet the criteria of a H.I.B. event, but identified as a code of conduct violation.



**H.I.B. Statistics
January 2023 –
June 2023**

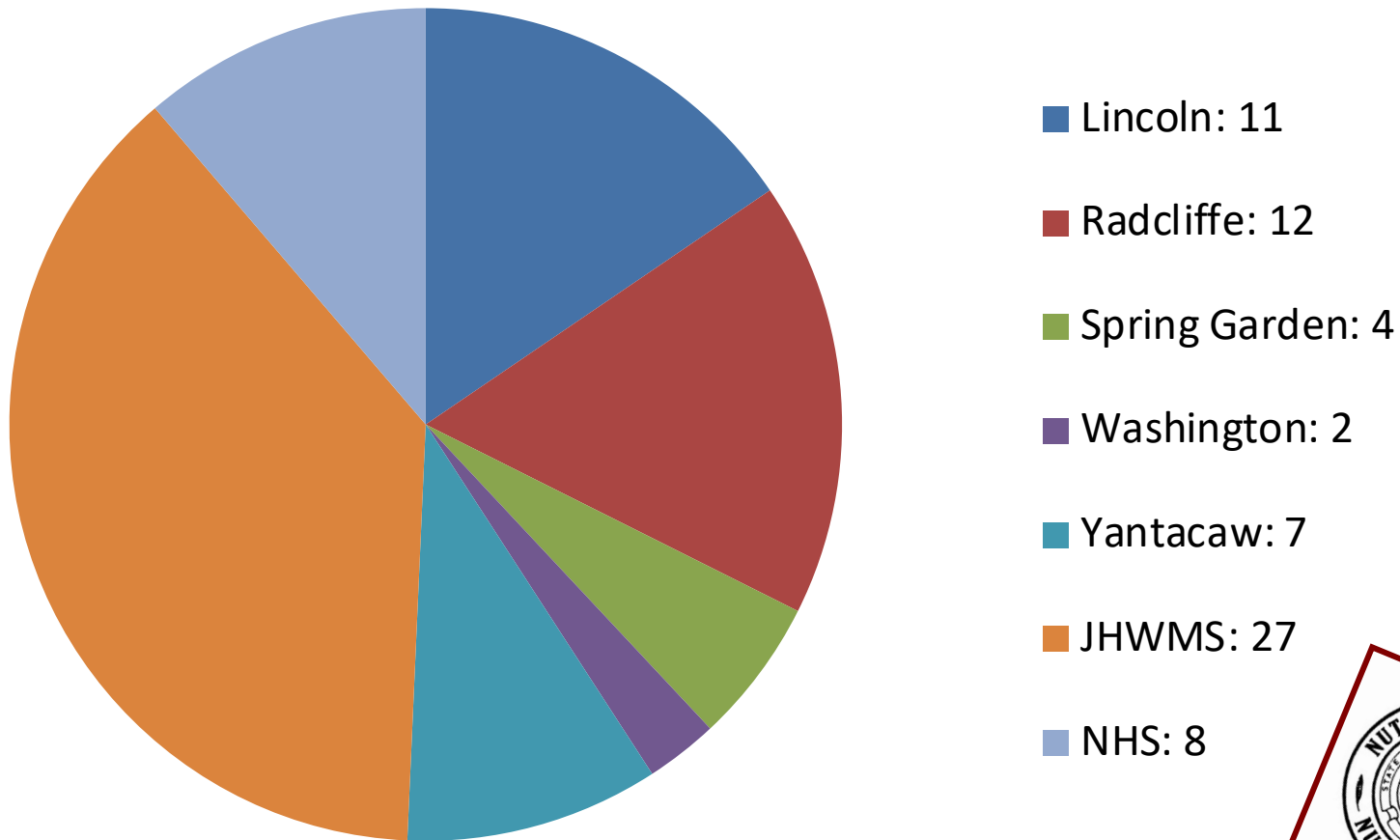
**Bi-Annual Report:
Harassment, Intimidation
and Bullying**



H.I.B. Statistics

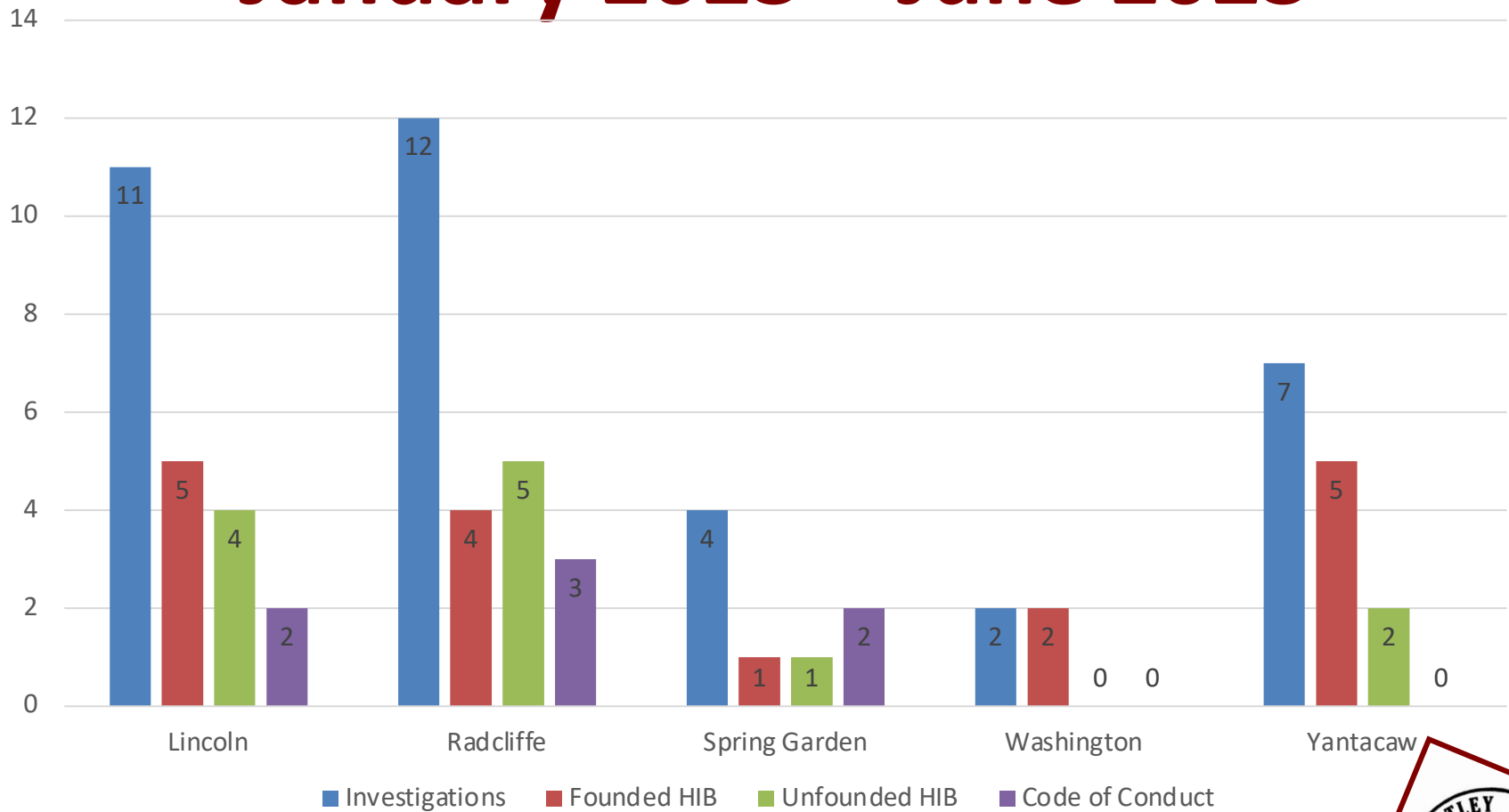
January 2023 – June 2023

Total Number of HIB Cases Investigated: 71



Elementary Level

January 2023 – June 2023



Elementary Level

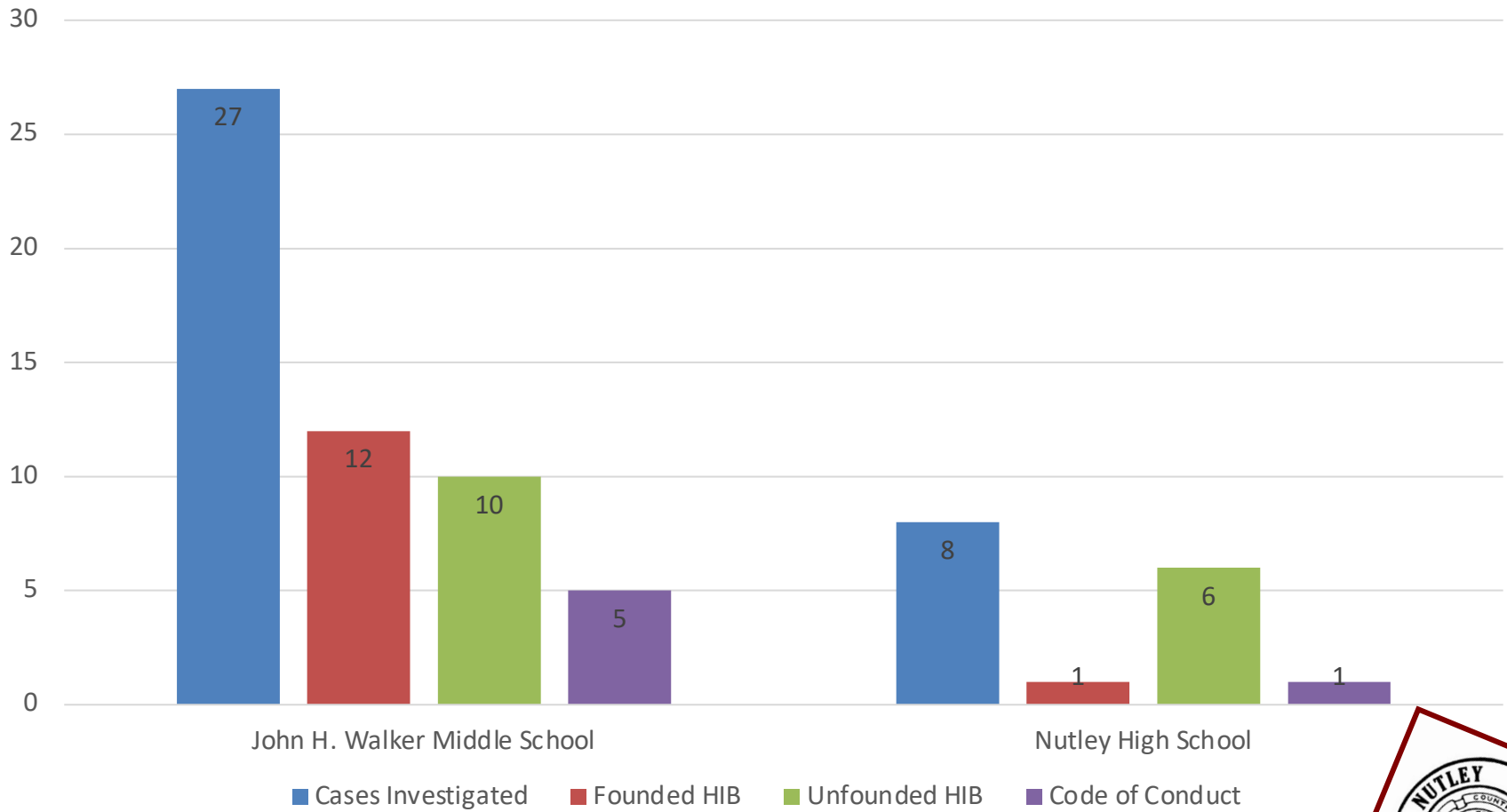
Protected Characteristics

- **Confirmed HIB cases (17) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:**
 - **Lincoln: (5 cases) Ancestry, Color, Gender, National Origin, Race: 3, Sexual Orientation**
 - **Radcliffe: (4 cases) Disability, National Origin, Race, Sexual Orientation, Other**
 - **Spring Garden: (1 case) Religion**
 - **Washington: (2 cases) Race, Sexual Orientation**
 - **Yantacaw: (5 cases) Color, Race: 3, Other: 2**



JHWMS and NHS

January 2023 – June 2023



JHWMS and NHS

Protected Characteristics

➤ **Confirmed HIB cases (13) motivated by either any actual or perceived PROTECTED CHARACTERISTIC:**

- **JHWMS: (12 cases) Color: 3, Disability, Gender: 2
Gender ID, Race: 2, Other: 8**
- **NHS: (1 case) Gender, Race**



Consequences & Remedial Measures

January 2023 – June 2023

- Discipline: loss of privileges, detention, suspension, verbal warning
- School-based Counseling - School Counseling and Special Services Departments
- Assignments: reflection assignments, research assignments
- Misc: parent/student conference, staff supervision and monitoring, mediation, classroom lessons, restitution & restoration, police involvement, volunteer



H.I.B. Programs

January 2023 – June 2023

➤ District Wide

- New staff HIB trainings and other trainings
- Meetings with Anti-Bullying Specialists, Administration
- Announcements and social media/website posts acknowledging positive accomplishments
- Resources on School Counseling Department Schoology webpage
- HIB Link on district website
- School Based Counseling



H.I.B. Prevention Programs

January 2023 – June 2023

➤ Classroom Levels:

- Lessons/Trainings on HIB prevention
- Competent Kids Caring Curriculum (K-5)
- RULER Curriculum
- 6th Grade Advisory Periods
- JHWMS Advisory Periods (2x per month)
- PE / Health Curriculum

➤ School Level:

- Clubs
- Spirit Weeks



Thank You

