

# **HARASSMENT, INTIMIDATION AND BULLYING**

**Effective 9/6/11**

The Estell Manor Board of Education believes that a safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation or bullying like other disruptive or violent behavior, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Therefore, our school district will not tolerate acts of harassment, intimidation or bullying.

The board of education, administration and all staff expect all students to treat each other with civility and respect and not to engage in behavior that is disruptive or violent. The board and staff expect students to conduct themselves in keeping with their level of maturity, with a proper regard for the rights and welfare of other students and for school personnel.

New Jersey's new Anti-Bullying Bill of Rights amends the 2002 Anti-Bullying Law. The new law expands the definition of bullying and provides for a new investigation, reporting, discipline and appeal process. Bullying now must meet one of the following conditions: "has effect of insulting or demeaning student or group of students" or "creates a hostile educational environment".

The Estell Manor Elementary School will now have the following in order to better facilitate the reporting and investigation of possible bullying situations and complaints which are:

- School Safety Team
- Anti-Bullying Coordinator – Wendy Saltzburg (609) 476-2267
- Anti-Bullying Specialists – Jill Kuppel (609) 476-2267

In order to better understand the new anti-bullying law and its components and ramifications, please click on the link to the Estell Manor Anti-Bullying Policy.

In addition, if you have any questions or bullying concerns, please contact either Mrs. Saltzburg or Mrs. Kuppel.

Thank you in advance for your understanding with this very important new state, district and school policy.