

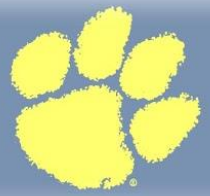


# Avon School

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## Parents' Guide to NJ Anti-bullying Bill of Rights Act

Please review the following information carefully before reading the enclosed HIB Investigation Notification:

1. The NJ Anti-bullying Bill of Rights Act and corresponding State and Federal Laws require all school staff to immediately report to the principal all behaviors that **may qualify** as Harassment, Intimidation or Bullying (HIB).
2. **An investigation of HIB is not an indictment on a child and is not designed to label a child a bully or target.** The purpose of the investigation is to identify behaviors, either intentional or unintentional, that are **perceived** by others in the school community to be problematic. The goal of the investigation is to identify problematic behaviors and to **remediate** these behaviors in hope that there will be no recurrence or need for future investigations.
3. All investigative reports sent to the Board of Education are redacted and **DO NOT** include student's names or other identifiable information.
4. HIB investigative reports **ARE NOT** part of your child's educational record.
5. HIB investigative reports **ARE NOT** placed in your child's cumulative file.
6. HIB investigative reports **ARE NOT** sent to colleges/universities.
7. HIB investigate reports for cases in which your child is found to have committed an act of HIB, and in which your child received discipline for the behavior become a part of your child's discipline file and must be sent with your child's discipline file if you transfer your child to a different K-12 school (not college/university).
8. The NJ DOE collects HIB data that may include your child's State Identification Number, not your child's full name, etc. This data is **NOT SHARED** with any other parties or institutions. Your child's State Identification Number is known only to the NJ DOE and is **NOT SHARED** by any other educational entities.
9. Parents are only entitled to receive information about their own child in the form of a letter within 5 days of the submission of the completed investigation to the Board of Education. Parents are not entitled to receive information regarding other students since this disclosure would be a violation of the Family Educational Rights and Privacy Act.
10. The ultimate goal of the NJ Anti-bullying Bill of Rights Act is to prevent problematic behaviors that may lead a child to perceive him or herself as the target of HIB and to prevent such students from not attending school due to fear of HIB or from engaging in self-injurious behaviors, or worse, suicide. **The goal is to ensure that all students feel safe, secure, and welcome in the school.** The investigative process is a necessary component of the process to ensure that the school is upholding the requirements of the NJ ABR and corresponding State and Federal Laws.