
Protecting Ohio's Families and Children
by

Creating and Promoting Positive School Climate in Ohio's Schools and Communities

Ohio's Anti-Harassment, Intimidation, Bullying
Model Policy Overview

August 3, 2011



Department
of Education

Use of Elluminate

- Questions? Place them in the chat window on the left for “This Room”.
- Please conduct your participation in a professional manner.
- A copy of the presentation will be provided for download at the conclusion of the webinar.

Training Objectives

- Establishing the problem: Harassment, intimidation and bullying research finding.
- Presentation of the Anti Harassment, Intimidation, and Bullying (HIB) model policy: process and practices/roles and responsibilities at a glance
- Framework for implementing a Comprehensive Bullying Prevention Plan.

Harassment, Intimidation, and Bullying is a National Issue

- HIB has been identified as a public health issue.
- HIB is on the increase.
- HIB at school mirrors the greater society.
- Schools can take decisive and definitive action to create respectful and safe environments.

Research Shows

- 60 percent of the boys identified as bullies in grades 6 to 9 had one criminal conviction by age 24, and 40 percent had three or more arrests by age 24 (Eron and Huessman, 1987).
- Boys identified as bullies at age eight had a one in 4 chance of having a criminal record by age 30. Average is one in 20. (Eron and Huessman, 1987)

Research Shows

- Continual emotional distress can create deficits in a child's intellectual abilities, crippling the capacity to learn. (Goleman, 1955)
- Bullying is likely to interfere not only with children's academic development, but also their social and personal development. (Craig and Peplar, 1996)

Research Shows

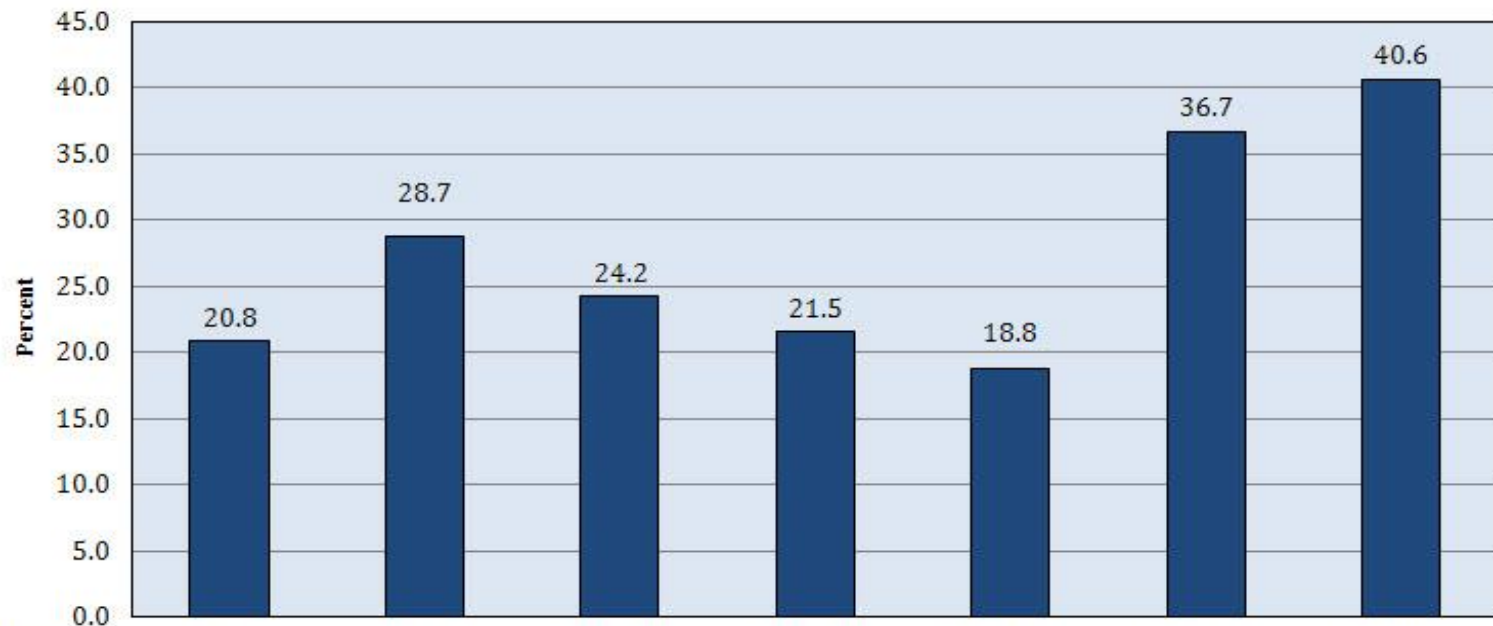
- From research studies in ten countries, it is determined that bullying will only be stopped by the intervention of adults in authority (Olewus, Johnson Institute).
- Connection of this legislation with the district's responsibility to create and maintain a safe, civil, respectful, and inclusive learning community².

Research Shows

- The 21st Century school bully need not rely on just fist and cruel tongue. The internet is now apart of the bully's arsenal.
- Making bullying possible anywhere any time.

Sameer Hinduja and Justin W. Patchin (2010)

Lifetime Cyberbullying Victimization Rates Seven Different Studies 2004-2010



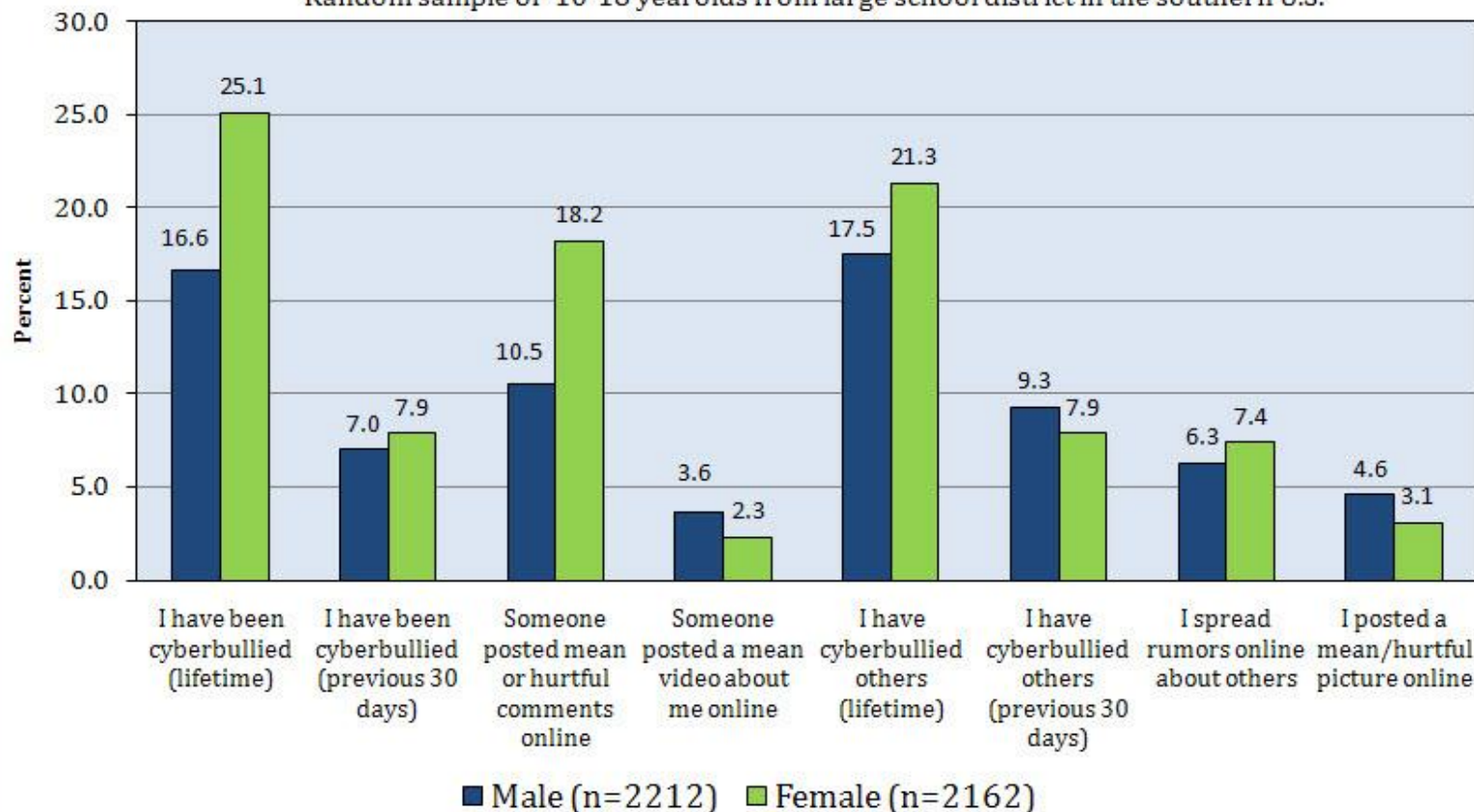
date	Feb 2010	Nov 2009	June 2009	June 2009	May 2007	Jan 2005	June 2004
#schools	37	1	7	8	30	n.a.	n.a.
sample size	4441	356	700	930	1800	3840	370
method	Classroom/Elec	Classroom/Elec	Classroom/Elec	Classroom/Elec	Classroom/Paper	Online	Online

Cyberbullying Research Center
www.cyberbullying.us

Sameer Hinduja and Justin W. Patchin (2010)

Cyberbullying by Gender

Random sample of 10-18 yearolds from large school district in the southern U.S.



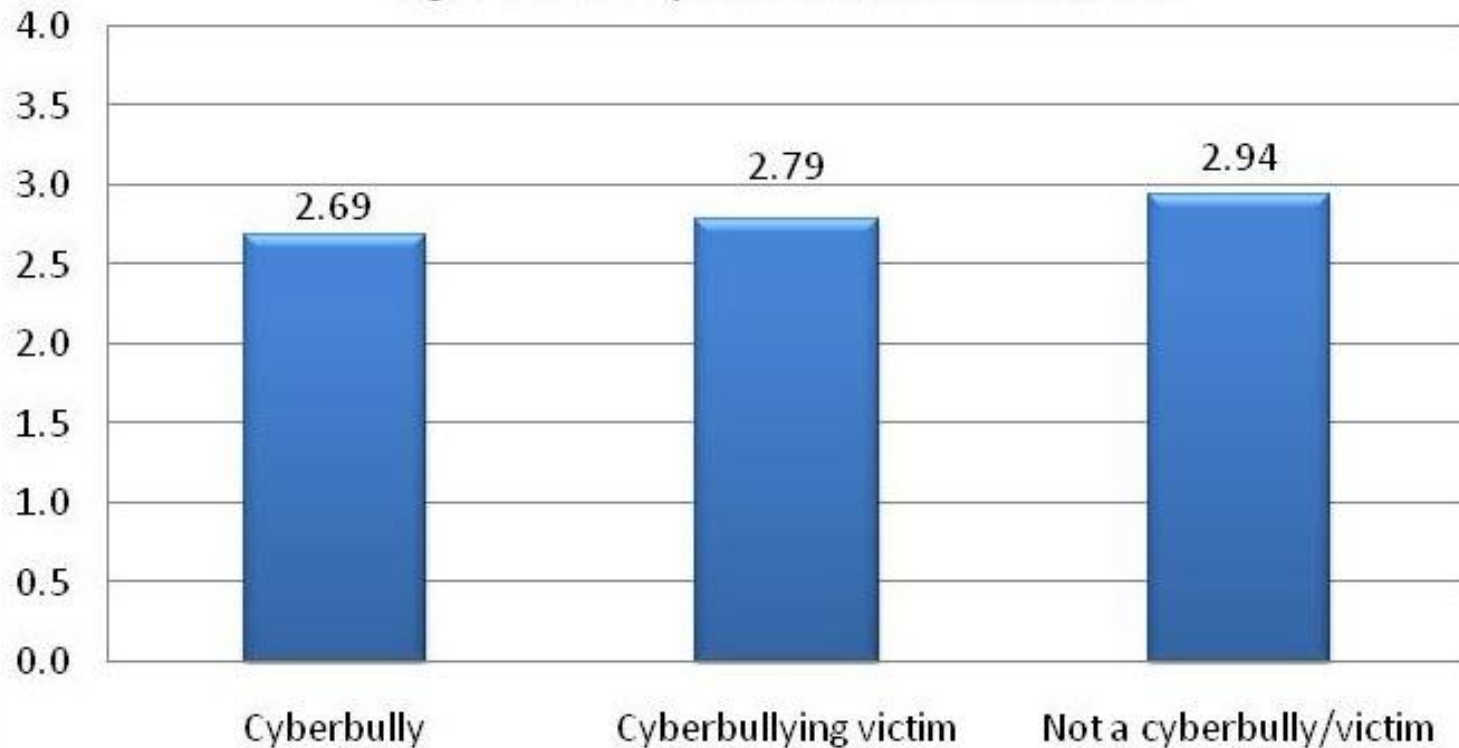
Cyberbullying Research Center
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Cyberbullying and School Climate

Higher values represent better school climate



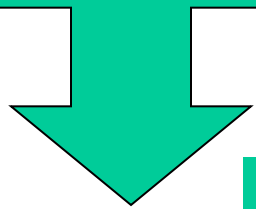
Note: Sample represents middle school students (grades 6-8) from a large school district in the United States.

For more information, email: research@cyberbullying.us

WE CAN MAKE A DIFFERENCE!

*To Reduce &
Prevent
Violence*

BEGIN HERE



PUT DOWNS

INSULTS

BULLYING

TRASH TALK

THREATS

PUSHING

FIGHTING

SEXUAL HARASSMENT

STEALING

DRINKING & DRUGS

WEAPONS

VANDALISM

HATE CRIMES

GANGS

HOSTAGES

RAPE

MURDER

SUICIDE

**VIOLENCE
CONTINUUM**

Why do we care....

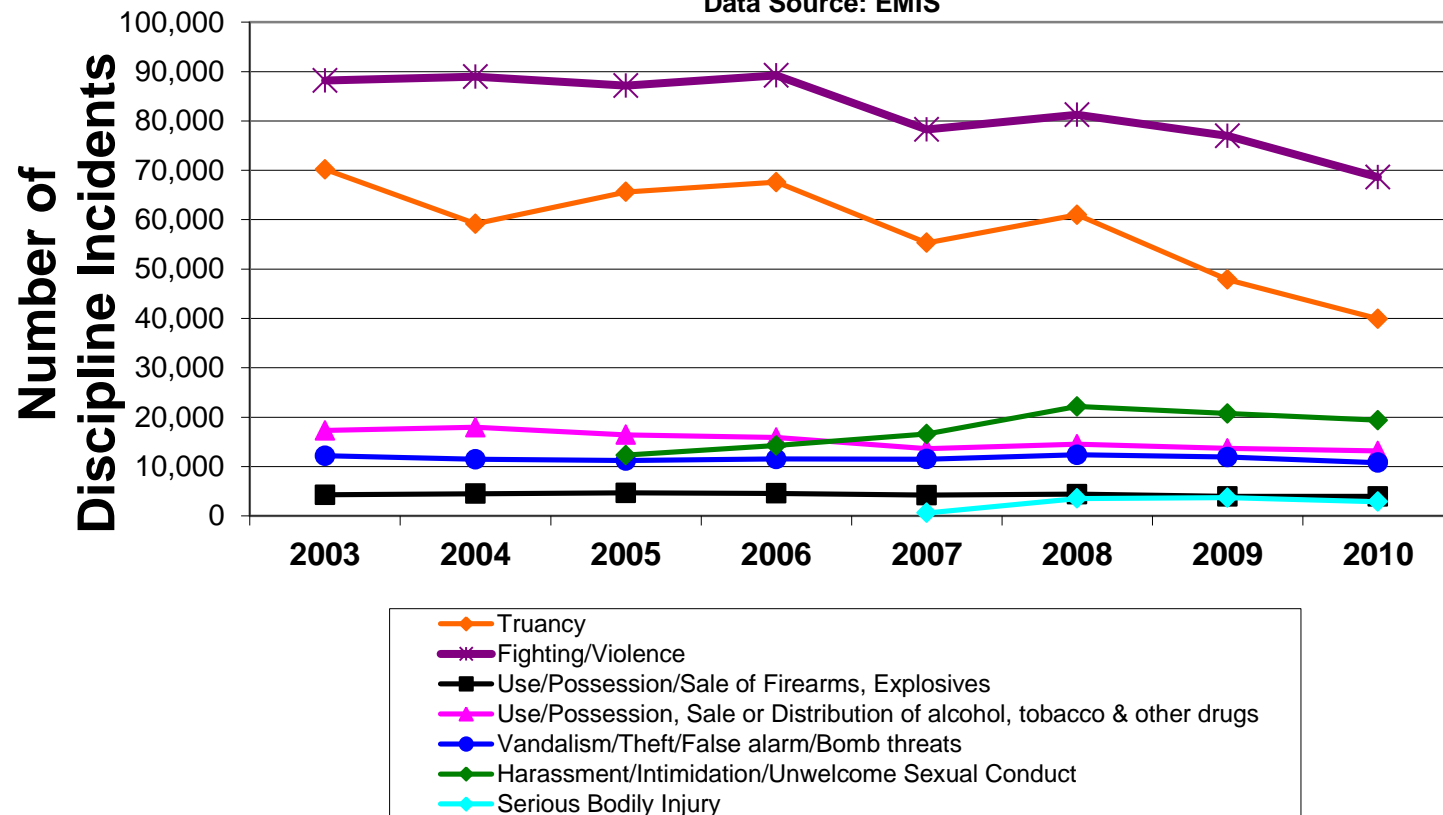
**Higher
achievement for
all students**

**Students receive
high quality
instruction aligned
with academic
content standards**

**Students have
the right
conditions and
motivation for
learning**

Discipline Reasons – Statewide Data

Data Source: EMIS



*Disobedient/Disruptive Behavior, not charted, averages 310,000 incidents over the eight

Anti-Harassment, Intimidation and Bullying Policy

- HB 276 was passed during the 2006 legislative session.
- This legislation requires school districts to adopt or amend a current policy to prevent HIB prior to December 31, 2007.
- It also supports and strongly recommends bullying prevention training for staff.

Ohio's Anti HIB Initiative

- In 2007, the Ohio Department of Education, the Ohio Attorney General and Ohio Commission on Dispute Resolution and Conflict Management partnered to form the Ohio Anti Bullying Initiative and provide education and information in the areas of policy, cyber bullying, digital citizenship and legal ramifications.

Ohio's Anti HIB Initiative

- The Initiative has grown to now include the following agencies championing the elimination of harassment, intimidation and bullying in any form. ODE, the Ohio Attorney Generals' Office (OAG), eTech Ohio and the departments of Mental Health (ODMH); Health (ODH); and Alcohol and Drug Addiction Services (ODADAS).

Question?

- Do you know if your school district has an Anti HIB policy?



Ohio's Anti HIB Model Policy

At A Glance



2.0 Responsibilities of all Public School Districts

Policy must include the following (ORC Section 3313.666):

2.2.0 Policy Statement (ORC 3313.666(B))

- Create in consultation with parents, school employees, school volunteers, students and community members;
- Prohibit harassment, intimidation or bullying of any student on school property or school sponsored events;
- Include definition. *(ORC Section 3313.666(B)(2))*

Amended House Bill 276 Definition

(ORC 3313.666(B)(3))

(3.0) Harassment, intimidation or bullying” means any:

- Intentional written, verbal, graphic or physical act that a student or group of students exhibited toward other particular student
- More than once **and** the behavior both:
- Causes ***mental or physical harm*** to the other student; and
- Is ***sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment*** for the other student.

(3.0) Model Policy Definition

Adds cyber bullying, harassment, intimidation or bullying:

- Electronically transmitted acts i.e., Internet, cell phone, personal digital assistance (PDA) or wireless hand-held device that a student has exhibited toward another particular student more than once and the behavior both:
- Causes ***mental or physical harm*** to the other student/school personnel; ***and***
- Is ***sufficiently severe, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment*** for the other student/school personnel.

2.0 Responsibilities of all *Public School Districts*

Policy must include the following (ORC Section 3313.666):

2.2.3 Procedure to Report Incidents (*ORC 3313.666 (B)(3)*)

Students, parents or guardians are to report prohibited incidents to teachers and school administrators.

2.2.4 Report of Incidents by School Personnel (*ORC 3313.666 (B)(4)*)

Report prohibited incidents they witness and/or receive reports on from students to the school principal or other administrator designated by the principal.

2.2.5 Procedure for Documenting Incidents (*ORC 3313.666 (B)(6)*)

Document any prohibited incident that is reported.

2.0 Responsibilities of all Public School Districts

Policy must include the following (ORC Section 3313.666):

2.2.6 Response and Investigation (ORC 3313.666 (B)(7) and (B)8))

To any reported incident including providing intervention strategies for **protecting a victim** from additional harassment or retaliation **AND**

2.2.7 Disciplinary Procedure (ORC 3313.666 (B)(9))

- Disciplinary procedures for any guilty students;
- No infringement on student's 1st Amendment Rights;
- District commitment to addressing prohibited behaviors (education and promotion of a non-tolerant school atmosphere).

2.0 Responsibilities of all Public School Districts

Policy must include the following (ORC Section 3313.666):

2.2.8 Parent or Guardian Notification (ORC 3313.666 (B)(5))

- Notify parents or guardians of any student involved in a prohibited incident; and
- Have access to any written reports pertaining to the prohibited incident. **

2.2.9 Semiannual Written Summary of Incidents (ORC 3313.666 (B)(10))

- Submit semiannual written summary of all reported incidents to district Board president and post the summary on the district Web site (if district has Web site)**

**** To the extent permitted by Section 3319.321 of the Ohio Revised Code and the “Family Education Rights and Privacy Act of 1974” 88 Stat. 571.20 U.S.C. 1232g, as amended.**

2.0 Responsibilities of all Public School Districts

Policy must include the following (ORC Section 3313.666):

2.2.10 Policy Publication (ORC 3313.666 (C))

- Include the policy in student publications and employee training materials.

2.2.11 Immune from Liability (ORC 3313.666 (D))

- Communicate that school district employees, students or volunteers:
- Shall be **individually immune from liability in a civil action** for damages arising from reporting an incident in accordance with the policy

3.0 Amended House Bill 276 Definition (provided in section 2 where referenced)

6.0 Complaints: Formal or Informal

- Students and/or their parents or guardians may file reports formally (in writing) or verbally;
- Reports should include person(s) involved, number of times and places of alleged conduct, names of potential witnesses;
- Reports may be given to any school staff member.

6.0 Complaints

Anonymous Complaints

- Students making informal complaints may request confidentiality;
- Building staff will review anonymous complaints and take reasonable action, to the extent that such action:
 - Does not disclose the source of the complaint;
 - Is consistent with due process rights of alleged perpetrator.

7.0 School Personnel Responsibilities and Intervention Strategies

Teachers and other school staff who witness – or receive student or parent reports – of bullying, harassment or intimidation **are to:**

- Promptly notify the building principal or designee (hereafter known as the principal);
- Give principal any formal reports submitted by parent or student by the next day;
- For informal complaints, file a written incident report by the next day, including witness statements when appropriate.

7.0 School Personnel Responsibilities and Intervention Strategies

Remedial actions for verified incidents

Non-disciplinary interventions:

- School administrators or teachers can counsel students about the definition of bullying, harassment and intimidation and potential consequences of such behavior.

7.0 School Personnel Responsibilities and Intervention Strategies

Remedial Actions for Verified Incidents

Disciplinary Interventions:

- Anonymous complaints that are not verified by another source shall not result in disciplinary action for the perpetrator;
- In- and out-of-school suspension may be imposed after informing the accused of the allegation and allowing him/her to explain;
- For serious incidents and/or when past interventions have been unsuccessful, expulsion may be imposed only after a hearing before the District Board of Education.

7.0 School Personnel Responsibilities and Intervention Strategies

Interventions: General Approaches

- Schedule training programs;
- Collect and analyze data to determine nature of any problems;
- Enlist peers to help victims and include them in activities;
- Avoid sex role stereotyping;
- Encourage communication, friendship, assertiveness skills and character education;
- Model positive, respectful and supportive behavior;

7.0 School Personnel Responsibilities and Intervention Strategies

Intervention Strategies: Protecting Victims

- Supervise and discipline offending students fairly and consistently;
- Provide adult supervision during recess, lunch time, bathroom breaks and in the hallways during times of transition;
- Maintain contact with parents and guardians of all involved parties;
- Provide counseling for the victim if needed;
- Instruct school personnel to monitor parties involved in previous bullying incidents and instruct them to intervene if problem recurs;
- Check with victim daily to ensure that there is no further bullying or retaliation.

8.0 Reporting Obligations

District Reports After Investigation:

- To the parent or guardian of the victim, while respecting the statutory privacy rights of the perpetrator; (3313.666(b)(5))
- To the president of the district School Board and the district Web site, semiannually, including:
 - Number of verified acts;
 - Locations of such incidents (classroom; to or from school; at school-sponsored events).

9.0 Police and Child Protective Services

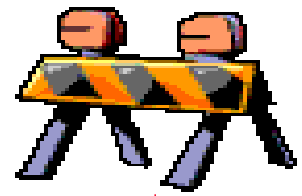
- Allegations of criminal misconduct will be reported to law enforcement, and suspected child abuse will be reported to Child Protective Services (CPS), per [designated timelines].
- Concurrent with such investigations above, [District] also will determine whether there has been a violation of district policy or procedure.
- All [District] personnel must cooperate with investigations by outside agencies.
- Nothing prohibits a complainant from seeking redress under any other provision of the Revised Code or common law that may apply.

10.0 Training *ORC 3313.667*

- District may hold
 - Training programs when the new policy is completed; and
 - During annual orientation sessions;
- District may also provide
 - Parents with information about this policy and related procedures, along with other school rules and policies
- Information about the policy will be included in district employee training materials.

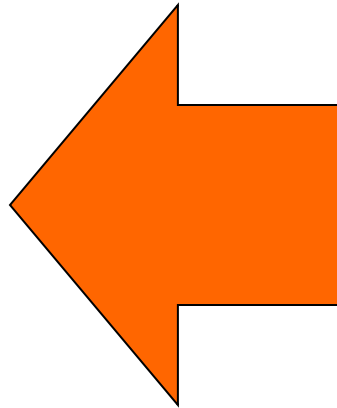
Practices to Consider In Anti HIB Policy Implementation

- Are there barriers to implementing an active Anti HIB policy?
- List barriers to implementing an active Anti HIB policy in the Chat.



Are You Aware of..... Where Bullying Occurs

- Classrooms,
- Playgrounds,
- Hallways,
- Gyms,
- Locker Rooms,
- Bathrooms,
- School Bus,
- Technology.



Bullying is 2-3 times more likely to occur at school than on the way to and from school.

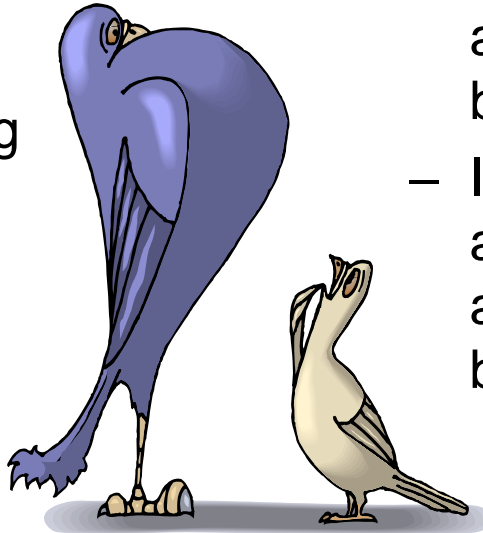
Risk Factors at School

For Bullying:

- Unsupervised interaction between different grade levels during breaks
- Indifferent or accepting teacher attitudes toward bullying.
- Indifferent or accepting student attitudes toward bullying

For Being Bullied:

- Presence of aggressive students in same or slightly higher grade
- Indifferent or accepting teacher attitudes toward bullying.
- Indifferent or accepting student attitudes toward bullying



Risk Factors at Home

- Lack of parental supervision
- Unsupervised time when using technology
- Anywhere anytime use at younger and younger ages
- Fear of revenge / backlash if reported

Bullying Prevention Strategy

Proactive Prevention / Early Intervention – ADULT RELATIONSHIPS

- Meaningful interactions with every student
- Be present and pay attention
- Foster trust
- Label behavior, not students
- Communicate bullying is NOT acceptable
- Schools must have a known, thoughtful and effective reporting system to handle and analyze threats.

Respect

“Young adolescents do not want to be left to their own devices. In national surveys and focus groups, America’s youth have given voice to serious longing. They want more regular contact with adults who care about them and respect them.”

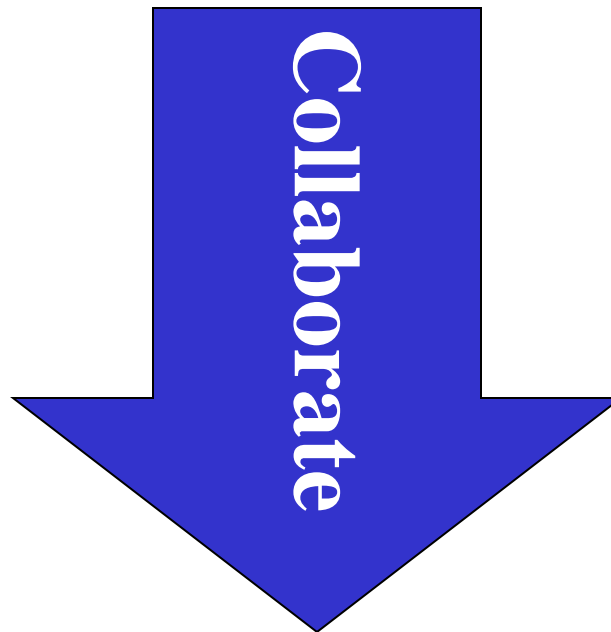
We Want to Know

- What practices are being implemented in your school district to address incidents of HIB?

Please provide your response in the chat

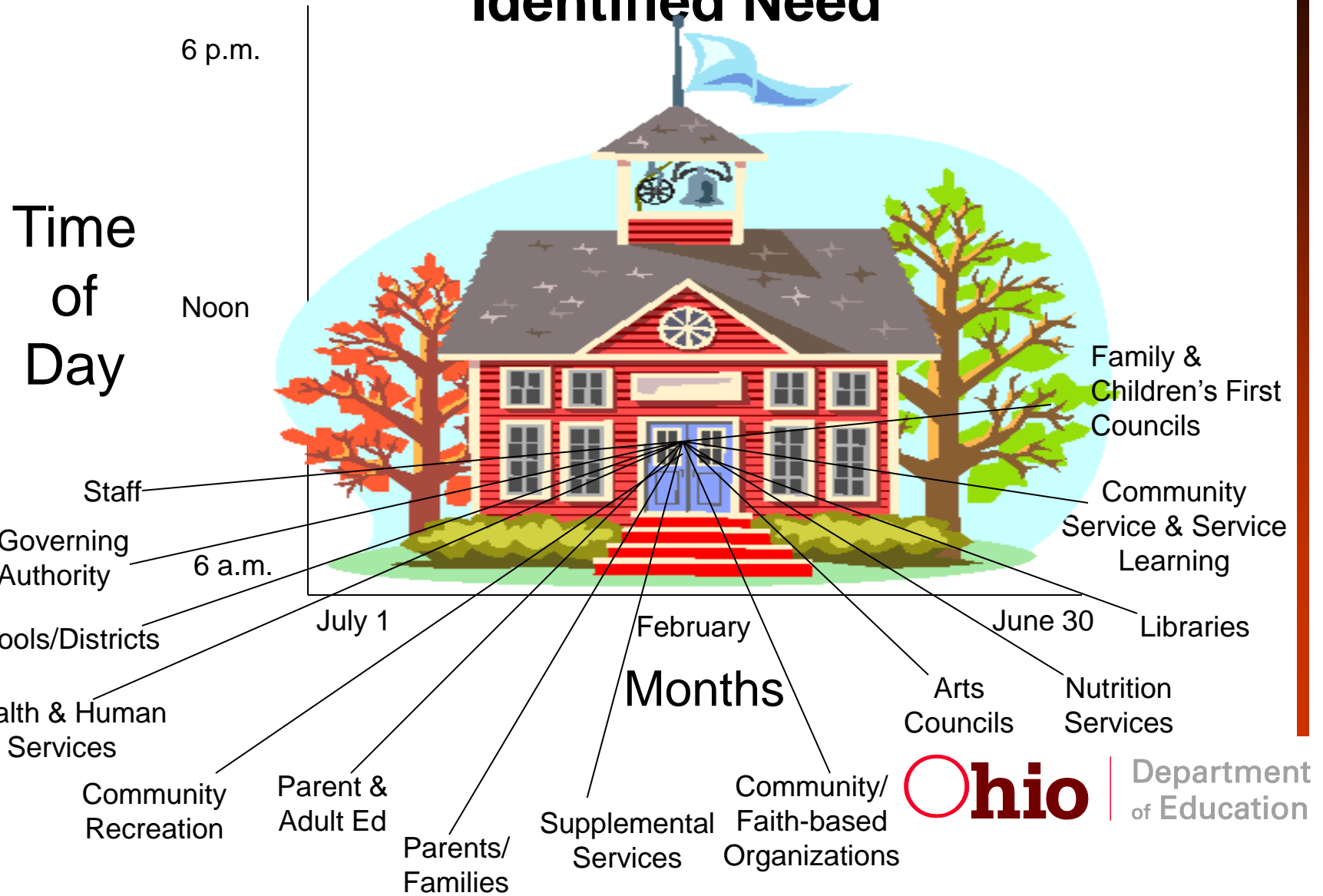
Creating a Supportive Learning Environment

What can we do?



💡 “Breaking the Cycle” COMPREHENSIVE ACTION PLAN!

Linking with Community Services Based on Identified Need



Remember

If adults do not provide the
interventions
students need, then students
will
take matters into their own
hands.

Garbarino, J & deLara E., (2003). Words can hurt forever,
Educational Leadership, (60)6, 18-21

Ohio Cyber Safety Week

October 3-7, 2011.

For more information go to:

www.ohioattorneygeneral.gov/cybersafetyweek

Resources

Ohio Department of Education Web resources:

<http://www.ode.state.oh.us/> keyword search *Bullying Policy*

Office of Ohio Attorney General Mike DeWine

www.ohioattorneygeneral.gov keyword search *Schools*

Federal Interagency Working Group on Youth Programs

<http://www.findyouthinfo.gov/>

Federal Anti-Bullying website.

www.stopbullyingnow.hrsa.gov

Resources

National Center for Exploited and Missing Children, Internet Safety site

<http://www.netsmartz.org>

i-SAFE

<http://www.isafe.org>

Kid-Tech News for Parents

<http://www.netfamilynews.org>

National Youth Violence Prevention Resource Center

<http://www.safeyouth.org>

The next webinar in this series:

Topic: Policy Implementation Supports

Date: Sept. 7, 2011

Time: 3:00 pm

URL: Visit www.ode.state.oh.us use
Search Term “Bullying Resources”
Click the Topic link to access an Anti-HIB
webinar

Anti HIB Policy Evaluation

Please click the link below
to complete the evaluation
for this Anti HIB Webinar

<http://www.surveymonkey.com/s/3MTWLWY>

Thank you for your time.

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