Tips from the HIB

So many times we are faced with the decision of what is truly considered a harassment, intimidation, or bullying case versus age appropriate conflict. There will be many times throughout life that as an adolescent into adulthood one will experience conflict. Conflict is unavoidable and in some cases necessary, however with various strategies, conflicts can be resolved. It's important to know how to successfully resolve conflicts with our peers and those we come in contact with on a daily basis, but with a generation whose main communication is through social media it can become difficult to understand conflict and how to resolve it. First and foremost one must understand that in determining HIB cases versus conflict: HIB infractions must possess an imbalance of power. There must be an emphasis on disproportion where one person is considered dominant over the other.   Please review the chart below that delineates the difference between HIB cases versus conflict. Please note that if you have any questions, comments, or concerns about this article please feel free to contact Sharon Falchetta at 973-383-1800 ext. 1270.

Conflict	HIB Infraction
A difference of opinion which at times could be aggressive, but no imbalance is present.	There must be an imbalance of power where one individual is dominant over the other.
A misunderstanding: no malicious intent.	Malicious intent present with proof of the intent.
A misperception about a 2-sided situation.	A one sided situation where the main goal is to cause harm to another.
There is little to no disruption within the confines of the educational institution.	There must be a considerable disruption within the confines of the educational institution.

Sharon A. Falchetta
Junior High Assistant Principal
HIB Coordinator
January 3, 2017

Tips From The HIB

Mrs. Sharon Falchetta
HIB COORDINATOR

Harassment is defined as: 1. To irritate or torment persistently. 2. To wear out; exhaust. 3. To exhaust (an enemy) by repeated attacks.

Intimidation is defined as 1. To fill with fear. 2. To coerce, inhibit, or discourage by or as if by threats.

Bullying is defined as: 1. To behave like a bully. A bully is one who is habitually cruel to smaller or weaker people.

It is important to discuss these definitions with our youth so that students and adults are in tune with each other as to the true definition of HIB offenses. It is important to note that there must be an imbalance of power when relating scenarios to HIB. An imbalance of power can come in many different forms. There could be a considerable age gap that could cause the imbalance of power, or there could be gaps in academic, emotional, and mental stability that could cause an imbalance of power; however it is important to note that without the imbalance of power there is no HIB infraction violated. Students throughout junior high and high school will encounter age appropriate conflict. There are various ways that we deal with conflict here at Kittatinny. Certain times we get the students in conflict together to work out their issues through an adult supervised conflict resolution. This is a positive conference where both sides get to voice their opinions in a safe and secure environment. It is Kittatinny's constant mission to teach our young charges about how to positively navigate through this world through productive and resolute communication.

Disengage: Staying Safe & Navigating the Internet in a Positive Way

Our students are bombarded with all areas of the internet, whether it is through educational programs, social media, or their simple means of communication. While many search engines allow us to surf the web, which can be productive and educational allowing us to open up doors that once would not be open; the web is also a dangerous place where our young students find themselves isolated and at times devastated. The many apps that are out there are often ones that allow the user to hide behind a screen of anonymity. Often times vile and inappropriate illustrations and textual verbiage are posted from groups of people; however there is no indication of who these people are. It is important to re-iterate healthy navigation of the web when these scenarios arise. Although the posts at times could be considered harmful, hurtful, and abhorrent it is as important to understand that the power resides within each of us. We all have the capability to disengage. By disengaging one is able to block the vile posts and focus on the positive things that are occurring in our lives. Disengaging is a difficult process because we live in a world of electronics and web based living, however it is healthy to disengage from the "wonderful world web" environment in order to re-connect with what is always important in our lives: our family.

March 22, 2016

APPS TO WATCH OUT FOR:

Snapchat lets you send a picture and it self-destructs within seconds, or so you think. Students often take screenshots of the pictures before they self-destruct.

Kik Messenger is one of the most popular messaging apps on the market. Education.com, though, recently included Kik on its list of the '8 Worst Apps For Your Kids'. It claims it has more to do with young teens flirting and sexting than just keeping in touch with friends. The website said there is very little you can do to verify the identity of someone on Kik, which makes it easy for pedophiles to use the app. It's also free.

Ask.fm lets kids ask questions and answers posts anonymously if they choose. This app is coming under attack for intense bullying.

Instagram this hugely popular photo-sharing site is owned by Facebook so you may be more familiar with it than with other photo-sharing apps. Users can add cool filters or create collages or their photos and share them across Facebook and other social media platforms. The app is rated 13+ and may be slightly tamer than Tumblr, but users can still find mature or inappropriate content and comments throughout the app (there is a way to flag inappropriate content for review). "Public photos" are the default location for your pictures.

Finstagram is a fake Instagram. The premise behind this is that one creates this "fake" account of oneself with embarrassing pictures and content allowing followers to "roast" them. It has however, become an outlet for those who cyberbully others.

ooVoo is an app that is free and includes video, voice, and messaging. It features a large group chat. You can only interact with approved users.

Whatsapp is a free app for texting, video, and voice. It automatically connects you with others in your contacts with the same app and you tend to get pop-ups and ads.

Poof is an app that hides other apps. All your child has to do is open Poof and select which app they want hidden and mom and dad will never know it's there.

Yik Yak connects up to 500 people within a close geographic range (approximately one mile) and shows a Twitter-like feed of anonymous comments that can be downloaded. There are no accounts or usernames next to the "Yaks," which range from mundane silly blurbs to hateful abusive attacks. This app has been known to encourage cyberbullying and has content related to substance abuse and violence. It also defaults to a feature that reveals your location.

Omegle is a free online chat website that allows users to communicate with strangers without registering. The service randomly pairs users in one-on-one chat sessions where they chat anonymously using the handles "You" and "Stranger". The site was created by an 18-year-old and launched on March 25, 2008. On March 2009 the site introduced a video conferencing feature. The

site now provides a mobile application that lets users chat with strangers from mobile devices. NOT GOOD FOR KIDS!!

Whisper lets users set up anonymous accounts to make their messages or confessions overlap an image or graphic (similar to e-postcards), which other users can then "like," "share," or "comment on." While it allows for creative expression, it can also take personal content and post it to the web. This app allows you to post secrets anonymously and also allows you to chat with other users in your geographic area.

Vine is Twitter's mobile app that allows users to shoot and share short loops of video (6 seconds or less). It's rated 17+, but children and teens are still downloading it. As with any multimedia app, the content on Vine runs the gamut from naughty to nice. Many inappropriate videos have been shared through this app.

Tumblr – Many children and young teens are also active on this 17+ photo-sharing app. It can also be used for sharing videos and chatting. Common Sense Media says Tumblr is "too raunchy for tykes" because users can easily access pornographic, violent, and inappropriate content. Users can create photobooks, scrapbooks, and share photos/videos/audio clips that include graphic and inappropriate content.

BurnNote allows users to send messages that will self-destruct in a set period of time. Users can communicate covertly as the app has a feature that allows you to only read a small section at a time.

MeetMe is an app users will use to meet other people, though not officially a dating app. It has a few restrictions and can reveal a lot of information about users.

Blendr is a flirting app used to meet new people through GPS location services. You can send messages, photos, videos, rate the hotness of other users, etc. There is no authentication and sexual predators have used this and the app has been linked to many instances of sexting.

Tinder allows users to find other Tinder users in the area, flirt via text, and make phone calls to another user without exchanging their real world contact information. (Tinder is rated 17+ and has an 18+ age requirement).

Rumr allows you to chat anonymously. You can send to people you know but they won't know who you are. The ability to be anonymous is never a good thing for our young students.

If you have any questions, comments or concerns, please feel free to contact Sharon Falchetta, Junior High Assistant Principal at 973-383-1800 ext: 1270.

With Cougar pride,

Sharon Falchetta
HIB Coordinator

January 28, 2016

TIPS FROM THE HIB

Danger of the Internet

Recently the HIB Team has been involved in a HIB investigation that includes students posting inappropriate comments, vulgar pictures, and horrific unfounded allegations on social media such as Facebook, AskFM, Instagram, and Snapchat.

Please keep the lines of constant communication open between you and your child about these modes of communication. It's important to know that many of my cases involve very respectful students who made very poor decisions. Additionally, their parents had no idea that their child was or even could be involved.

Here are some things to keep in mind...

- Anyone can make up fictitious accounts using an alias or an unknown name.

- AskFM is an account that people can be anonymous which has caused many issues.

- Many students who post horrific things on AskFM feel empowered to post inappropriate and vile things on this site because they are shielded by anonymity. What these students are not taking into account is that there is always a digital footprint of these posts that if the police and prosecutors get involved, identities will be revealed and prosecution will occur.

- SnapChat is a medium where students can send a picture or quick text but the receiver only has ten seconds to view the post before it is deleted. However, cases that I have been involved in regarding SnapChat have resulted in many issues that get students in serious trouble. Some students take snapshots of the SnapChat exchange. However, there can be manipulation with this since a person can pick and choose what post he wishes to keep and what he chooses to allow to delete.

Please discuss with your children the dangers of putting too much personal information on social media sites where predators are lurking and waiting to strike. Many of our students are naive in thinking that the great wide world of Internet is a safe environment, however many get into situations that are scary and some may involve the State Police.

Sharon Falchetta, HIB Coordinator
Rob Black, HIB Specialist
Jeff Jaegel, HIB Specialist

November 4, 2015

TIPS FROM THE HIB

October is known as Anti-Bullying Month, or as we here at Kittatinny like to call it, Respect Month. We have many events planned throughout the month that support our month of kindness.

A group of high school and junior high students will be attending the Anti-Bullying Summit at Sussex Tech on October 21. Each year many of the Sussex County schools get together at Sussex Tech and attend this worthwhile event that is chock full of character education, peer leadership and team building activities, as well as powerful motivational speakers set up through the Center for Prevention and Counseling. This year many classes will be reading and analyzing literature pertaining to kindness and other classes will discuss the importance of respect when working in a lab group to solve a mathematical equation or scientific hypothesis.

As we embark on yet another year, it is important to understand the difference between age-appropriate conflict and true incidents of harassment, intimidation, and bullying. The most important element that must be present when referring to HIB cases is "An Imbalance of Power." Imbalance of power can be of a physical, chronological or mental nature, however, this element must be present in order for an infraction to be considered HIB.

Often times students confuse their own personal conflicts with their peers as being harassment. Arguments and disagreements will occur throughout high school and junior high school, however, these would be considered conflicts and not incidents of harassment, intimidation, or bullying. In cases where there is a clear imbalance of power and harassment is present, there are clear procedures as to what must occur. Please review the attached HIB flowchart and report all HIB infractions to school administration as soon as they occur.

Sharon Falchetta, HIB Coordinator
Rob Black, HIB Specialist
Jeff Jaegel, HIB Specialist

Attachment: HIB Flowchart

October 12, 2015

BULLYING INVESTIGATIVE FLOWCHART PROCESS

All acts must be reported verbally to school Assistant Principal and HIB Coordinator THE SAME DAY the school employee or contracted service provider witnesses event or receives reliable information. Employee must submit written report to Assistant Principal WITHIN 24 HOURS.

Assistant Principal informs parents or guardians OF ALL STUDENTS involved in alleged incidents and may discuss availability of counseling and other intervention services.

WITHIN 1 DAY of reported incident Assistant Principal initiates investigation. Code of conduct will be followed HIB Coordinator and HIB Specialist will be involved in investigated case.

Investigation must be completed as soon as possible. Written report WITHIN 10 DAYS of incident to Principal.

Superintendent must receive report WITHIN 2 DAYS of completion. Superintendent may suggest an intervention service, establish training programs, impose discipline, order counseling, or take other appropriate actions.

School board must receive the report at its FIRST MEETING following the investigation, along with information on actions taken to address the incident or incidents.

Parents of students are entitled to information about the investigation and may request a hearing with school board in its executive session. Board may also hear from anti-bullying specialist/coordinator at hearing.

At its next hearing, the board must issue a WRITTEN DECISION affirming, rejecting or modifying superintendent's decision.