



Definition of HIB

- Harassment, intimidation, or bullying means any gesture, written, verbal, or physical act, or electronic communication, whether it be a single incident or a series of incidents that:
 - Is reasonably perceived as being motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or mental, physical or sensory disability; or
 - By ANY OTHER distinguishing characteristic: and that
 - Takes place on school property, at any school sponsored function, on a school bus, or off school grounds, as provided for in the law, that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils; and that
 - A reasonable person should know, under the circumstances that the act(s) will have the effect of physically or emotionally harming a pupil or damaging the pupil's property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
 - Has the effect of insulting or demeaning any pupil or groups of pupils; or
 - Creates a hostile educational environment for the pupil by interfering with the pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.