

**North Jersey Elks Developmental Disabilities Agency Schools Are Anti-Bullying Schools**

**“Supporting Each Other Through the Challenges of Life”**

The North Jersey Elks Developmental Disabilities Agency prohibits acts of harassment, intimidation or bullying (HIB) of students. Since students learn by example, school administrators, staff, and students will demonstrate positive, appropriate behavior, treat others with civility and respect, and refuse to tolerate harassment, intimidation or bullying.

Harassment, intimidation, or bullying (HIB) means any gesture, any written, verbal or physical act or any electronic communication (telephone, cell phone, computer and/ or pager) whether it be a single incident or series of incidences that is,

- a) Motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental or physical or sensory disability, or
- b) Any other distinguishing characteristic; and that
- c) Takes place on school property, at any school sponsored function, on a school bus or off school grounds, that substantially disrupts or interferes with the orderly operation of the school and/or substantially disrupts or interferes with the rights of students; and that
- d) Will have the effect of physically or emotionally harming student or damaging student’s property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; and that the act or series of acts has the effect of insulting or demeaning any student or group of students, or
- e) Creates a hostile educational environment for the student by interfering with the students’ education or by severely or pervasively causing physical or emotional harm to the student.

-----

**Report Incidences Of HIB Immediately To The Anti-Bullying Coordinators:**

Jennifer Miller, Elementary School Principal, JMiller@njedda.org, (973) 772-2600

Marianne Idenden, Elementary School Vice Principal, MIdenden@njedda.org, (973) 772-2600

Amy Hammond, High School Principal, AHammond@njedda.org, (973) 772-2600

**Our Anti-Bullying Specialists Are:**

Ruby Galarza, Elementary School Social Worker, RGalarza@njedda.org, (973) 772-2600 ext. 115

Rosemary Peña, High School Social Worker, RPena@njedda.org, (973) 772- 2600 ext. 235

**School Addresses**

The North Jersey Elks Developmental Disabilities Agency

1481 Main Avenue

Clifton, New Jersey 07011

The North Jersey Elks Developmental Disabilities Agency High School

15 Union Ave

Clifton, New Jersey 07011

**For A Copy Of The Agency's Policy, Contact:**

Rachel Herrington, Executive Director

RHerrington@njedda.org

(973) 772-2600