

# WEST DEPTFORD SCHOOL DISTRICT

Brian C. Gismondi, Ed.D., Superintendent of Schools  
Shawnequa Carvalho, Ed.D., Assistant Superintendent for HR & CAO  
Steven Jakubowski, Jr., Business Administrator/Board Secretary  
Thomas N. Tucci, Director of Technology & Special Projects  
Kimberly Seifring, Ed.D., Director of Special Education & Related Services



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Phone# (856) 848-4300 · Fax# (856) 845-5743  
www.wdeptford.k12.nj.us

August, 2023

Dear West Deptford Families:

The District takes harassment, intimidation, and bullying (HIB) among students seriously. The words *harassment*, *intimidation*, and *bullying* under NJ law have specific meaning and require specific actions from staff, specialists, and administrators. Please use care when describing events and reporting issues. **In the beginning of each school year, we train our students on appropriate expected behaviors, understanding of the HIB process, and continue to promote acceptance, unity, and togetherness.**

In order to have a founded HIB these things are required:

1. The gesture, act, or communication **MUST** substantially disrupt or interfere with the orderly operation of the school OR rights of other students.
2. Based on a characteristic of the target(s), these may include characteristics that seem subtle or are perceived as characteristics by either the offender or target.
3. There must be a reported impact to the target.
4. At least one of the following:
  - ✓ Has effect of, or creates reasonable fear of physical/emotional harm to student or damage to student's property, or
  - ✓ Has effect of insulting/demeaning any student or group of students, or
  - ✓ Creates a hostile educational environment for the student by interfering with the student's education or by severely or pervasively causing him/her physical or emotional harm.

Families should note that just because students engage in unkind behavior or mutual conflict, these matters are not necessarily considered HIB. Although a conflict or unkind behavior may not be considered HIB under the law, West Deptford Schools take all these matters seriously and work to educate students on positive behaviors.

*Please click on the below link to view the West Deptford School District:*

[HIB POLICY](#)

*Pride, Passion, and a Commitment to Excellence*

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*Please see the chart below for some important updates for the 2023-2024 school year:*

School records regarding HIB cases	Founded HIB claims for targets and alleged offenders must be included in the official school records
Cyberbullying	Notification to law enforcement, code of conduct or HIB as determined AND parents of students who have engaged in cyberbullying may now face civil action or fines for their child's online behavior as well as notification to law enforcement
Repeat offenders	The District is required to create an individualized plan for students who are involved in more than two founded HIB cases in their entire academic career (K-12).
Notification of alleged HIB	The District must provide families with this <a href="#">WEST DEPTFORD LINK</a> to be completed and sent to the school to report a HIB.

West Deptford School District has always taken reports of potential harassment, intimidation, and bullying very seriously. We have worked to engage students in positive behaviors and restorative practices with the intent to help students learn appropriate behavior. The information above is published with the intent to create the safest environment possible for all students.

Sincerely,

Dr. Brian C. Gismondi  
*Superintendent of Schools*