

Dorothy L. Bullock School

Code of Conduct 2023- 2024 – Grades 3 – 5



Dorothy L. Bullock School Code of Conduct

Philosophy & Intent

This procedural manual has been developed by Glassboro Schools for the purpose of delineating school rules, practices & consequences. It is meant to be a general guide for students, teachers, and administrators. Certain situations may warrant measures different from those prescribed herein. In such instances, administrative discretion will prevail.

Glassboro Schools would like to give your children the best education possible. Cooperation of staff, parents and students is essential in obtaining our goal. Structure and discipline are needed to ensure that all students are given the opportunity to learn in a safe, undisturbed environment. Consistent rules and consequences will help students learn that there are logical consequences for not following expectations. They are used to help students to solve their problems through character building interactions with our school faculty. Parental support is also critical in teaching appropriate school behavior; therefore, parent communication is expected from all staff to ensure that children receive the same message from both home and school.

It is our hope that this manual will assist parents, students, and teachers in the identification of unacceptable behaviors and provide a clear and consistent explanation of consequences such behavior will merit. As a listing, it is not intended to be all-inclusive. This manual's intent is to identify commonly recognized behaviors that are unacceptable in the educational setting. The school administration and/or Board of Education have the right to administer discipline for any other offense that is in violation of the law of school district policy or procedures, or in violation of acceptable standards of conduct for our students.

CITRS (Character-Integrity-Trust-Relationships-Success)

Glassboro School District has enthusiastically embraced a district-wide character development initiative and has worked closely with a team of consultants from CITRS (Character-Integrity-Trust-Relationships-Success). Along with our continuing emphasis on academic growth, we are paying special attention to increasing the character of our young people. It is the district's firm belief that this will not only improve our schools but have a life-long benefit for every one of our students. Each month we will be discussing a character "virtue" that is integrated into our teacher to student language, morning meeting, character-ed lessons, etc.

We also honor a student from each classroom every month based on the monthly virtue. Students will receive a letter home, a certificate, a small token, and have their name announced on a special announcement as our Bulldog Buddy Character of the Month.

Mission Statement: "Empowering students to be unique, exceptional citizens through a culture of character and learning."

Vision Statement: "Building model citizens."

Core Values: Integrity; Relationships; Respect; Responsibility; Perseverance; Community; Compassion; Tradition.

Strategic Code of Conduct:

1. We are truthful and respect ourselves and others.
2. We are mindful of others while making decisions.
3. We are problem-solvers who seek knowledge and wisdom.
4. We are responsible for our own words, actions, and consequences.
5. We are humble leaders who model good behavior and show compassion to all.
6. We make good decisions by having self-control and inner strength.
7. We treat others fairly and always help those in need.
8. We give time and effort to improve our school and community.
9. We always try our best in everything we do, even when it's hard.

Monthly Virtues:

Month	Virtue	Definition	Phrase
September	Wisdom	Wisdom is seeing what is right, what is truthful, and knowing the right thing to do.	"How can we make a wise choice?"
October	Integrity	We can show integrity by following the rules, being honest, and telling the truth.	"When you wish upon a star, integrity shows who you are!"
November	Self-Control	Self-control is the ability to control your feelings, emotions, or reactions.	"Show self-control, don't pop other people's bubble."
December	Justice	Justice is treating other people fairly, as you would want to be treated yourself.	"Fair means everyone gets what they need."
January	Fortitude	Fortitude is sticking with it and doing the right thing.	"I think I can! I think I can!"
February	Positive Attitude	Positive Attitude is thinking and believing that everything will turn out well in all that you do.	Words to live by - "I'm going to have a good day."; "I choose to be happy."; "My brain is powerful."; "My feelings matter."
March	Humility	Humility is being confident without thinking you are better than someone else.	"Friendship is gained through humility and actions of the heart."
April	Respect	Respect is making an effort to understand how others think and feel, while treating them with kindness.	"Respect yourself, your friends, and your school."
May	Love	Being a true friend who unconditionally gives and wants the absolute best for someone.	"Love yourself, your friends, and your school."
June	Charity	Charity is caring for and helping other people through acts of giving and service.	"Show us how you can help your school and community."

Through the modeling of schoolwide expectations (rules), common vocabulary, and data-driven decision-making, our children quickly learn what a positive learning environment “looks like.” As our *Bulldog Buddies* motto states, every student at the Bullock School will: *Take care of yourself, your friends, and your school!*

Teachers begin by teaching children that there are positive consequences for following expectations. This includes rewarding students with specific, positive praise statements. The schoolwide expectations and “what they look like” in practice are explained as needed and are modeled several times throughout the year.

Student Rights & Responsibilities	Expectations for Student Behavior
<ul style="list-style-type: none"> • Equal opportunity & equal treatment are provided to every student without discrimination. • No disciplinary action will exceed the degree of seriousness of the offense and will take into consideration the history & background of each student. • Standards of conduct forbid injury to persons or property. • The teaching & learning process takes place in an orderly educational environment with open communication, self-discipline, and clearly understood lines of authority and control. 	<p><i>Students are expected to:</i></p> <ul style="list-style-type: none"> • Come to school ready to learn. • Show respect for people and property. • Take responsibility for their own behavior and learning. • Use time and other resources responsibly. • Share responsibilities when working as members of a group. <p><i>All students are expected to:</i> <i>Take care of yourself, your friends & your school.</i></p>

Expectations for Parent Involvement

The *Code of Conduct* is meant to be a general guide for students, teachers, and administrators. Certain situations may warrant measures different from those prescribed herein. In such instances, administrative discretion will prevail. Parents are expected to:

- Review & discuss the *Code of Conduct* with their children.
- Understand and support the need for appropriate rules and regulations regarding safety and conduct
- Understand that all students are expected to adhere to the *Code of Conduct* and that interventions will reflect that student’s age, maturity level, and behavioral history/background.
- Participate in conferences as requested by teacher(s) and/or administration.

Teacher Statement of Responsibilities

Teachers have the responsibility to make every effort to treat each instance with fair and impartial judgment reflecting the age, maturity level and behavioral history/background of their students. Teachers have a responsibility to make sure that every student understands his/her obligation to the school community by instilling social responsibility and self-governance. Students must be given the necessary information to understand the need for rules and the application of them. In the enforcement of the policies, the teacher must make every effort to apply the *Code of Conduct* with consistency, reasonableness, and common sense. Once a student has been referred to the office, the administrator's discretion will prevail. Rules of confidentiality must be followed in all circumstances. Teacher expectations and responsibilities include:

- Conferencing with parents and/or principal. It is essential that parents are made aware of the problem in a timely fashion and are asked for their help in eliminating the problem.
- Teachers understand that all students are expected to adhere to the *Code of Conduct* and that interventions will reflect that student's age, maturity level, and behavioral history/background. Harsh or unusual punishment should be avoided.
- Teachers will provide opportunities for students to role-play schoolwide expectations to instill student social responsibility and self-governance.
- Teachers must notify administration of repeated violations of the *Code of Conduct* via ODR (Office Discipline Referral) forms.
- All staff should model positive behavior patterns that student can emulate including positive praise statements. Proper dress, professional traits (such as no gum/food in the classroom) and tone/inflection are also very important.

Code of Conduct and Restorative Practices Grades 3, 4, and 5

Tier One: Non-Violent, Uncooperative, Non-Compliant Behaviors

- Teacher implements classroom-based student support interventions (re-state classroom expectations, give verbal warnings of next step, loss of privilege)
- Teacher/ staff member holds individual student conference with student
- Teacher contacts parent/ guardian via phone and/or email
- Record of behavior and parent contact on infraction tracker for anecdotal records

Tier Two: Non-Violent, Disruptive, Disorderly Behaviors (or >5 Tier 1 Incidents)

- Teacher reviews classroom-based student support interventions and implements additional supports and/ or loss of privilege
- If additional supports are needed: referral to counselor/ nurse/ case manager/ I&RS Team
- Teacher/ staff member holds conference with parent/ guardian to collaborate on how best to support the student's success
- Possible in-school disciplinary consequences (lunch detention, administrative detention, denial of participation in extracurricular activities and/ or school functions)
- Possible Restitution (Students may be required to make restitution to the school district or individuals. Such restitution may include, but not be limited to: financial reimbursement, apologies or school service)

Tier Three: Injurious, Harmful, and/or Habitual Behaviors

- Teacher/ staff member refers incident to administration or designee (not sent through email)
- Mandatory referral to counselor/ nurse/ case manager (depending upon need)
- Parent/ guardian contact by administration
- Record of parent/ guardian contact in *PowerSchool* by administration
- Possible in-school disciplinary consequences or suspension (depending on infraction)
- Referral to guidance for mediation or restorative conference with affected parties
- Restitution
- Return from an out of school suspension requires a hearing with the principal

Tier Four: Infractions that are highly serious or cause imminent danger to self or others

- Immediate referral to administration (not sent through email)
- STAR Threat Assessment completion by administration or guidance
- Parent/ guardian contact by administration
- Record of parent/ guardian contact in *PowerSchool* by administration
- Disciplinary consequences (depending on infraction)
- Contact SRO officer as per Memorandum of Agreement by administration
- Referral to mediation if appropriate and/ or restorative conference with affected parties
- Restitution
- Possible suspension
- If drugs or alcohol are expected a drug screening will be required
- Possible threat and/or psychiatric evaluation may be required for return to school

***The level of discipline may vary depending upon the nature of the offense**

Level One Infractions: Non-Violent, Uncooperative, Non-Compliant Behaviors

Infractions	Descriptions or Remarks	First Infraction	Second Infraction	Third Infraction	Fourth Infraction
<i>Lateness to school</i>	reported by main office attendance secretary	5th lateness Lunch Detention (1)	10th lateness Admin Detention (1)	15th lateness Admin Detention (2)	20th lateness Admin Detention (3)
<i>General misconduct</i>	use of profanity, running in the hallway, consistently out of seat	Tier One Response	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Admin Detention (1)
<i>Disruptive behavior</i>	conduct which interrupts the educational process and/ or interferes with teaching or learning	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (1)

<i>Defiance/ Insubordination</i>	failure to respond or follow directions; failure to remain in authorized area	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2)
<i>In unauthorized area</i>	in an area without permission from staff or teacher; leaving the classroom or building	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2)
<i>Misconduct during emergency drills</i>	any behavior that interrupts emergency drills or impacts the safety of students/ staff	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2)
<i>Unauthorized use of cell phones, headphones, electronic equipment or recording devices</i>	including but not limited to: texting, social media posting, taking photos, recording students/ staff	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2)

<i>Minor misuse use of school technology</i>	including but not limited to: inappropriate websites, incorrect website, downloading inappropriate photographs; any violations of Glassboro's acceptable use policy	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Admin Detention (1) Loss of privilege (5 days)	Tier Three Response Disciplinary Consequence: Admin Detention (2) Loss of privilege (10 days)
<i>Dress Code Violations</i>	students will be required to go to the nurse to receive alternative clothing or to call home	Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Two Response Disciplinary Consequence: Admin Detention(1)
<i>Eating or drinking on the bus</i>		Tier One Response	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Lunch Detention (2) Possible loss of bus privileges	Tier Two Response Disciplinary Consequence: Admin Detention (1) Possible loss of bus privileges

Level Two: Non-Violent, Disruptive, Disorderly Behaviors (or >5 Tier 1 Incidents)

Infractions	Descriptions or Remarks	First Infraction	Second Infraction	Third Infraction	Fourth Infraction
<i>Inappropriate language or actions toward student</i>	inappropriate language or gestures; name calling	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Two Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (3) Parent conference required with principal
<i>Inappropriate language or actions toward staff</i>	inappropriate language or gestures; name calling	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Two Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2) Parent conference required with principal	Tier Three Response Disciplinary Consequence: Admin Detention (3) Parent conference required with principal
<i>Cutting detention</i>	not attending lunch detention or administrative detention	Tier Two Response Disciplinary Consequence: Admin Detention (1)	Tier Two Response Disciplinary Consequence: Admin Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (3) Parent conference required with principal	Tier Three Response Disciplinary Consequence: Suspension (1) Parent conference required with principal

<i>Jeopardizing the safety of others</i>	any conduct that endangers, or reasonably appears to endanger, the health or safety of other individuals	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Two Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2) Parent conference required with principal	Tier Three Response Disciplinary Consequence: Admin Detention (3) Parent conference required with principal
<i>Major misuse of school technology</i>	any violations of the district's network servers including but not limited to hardware and data without authorization; major violation of Glassboro's acceptable use policy	Tier Two Response Disciplinary Consequence: Admin Detention (1) Loss of privilege (5 days) Restitution	Tier Three Response Disciplinary Consequence: Admin Detention (2) Loss of privilege (15 days) Restitution	Tier Three Response Disciplinary Consequence: Admin Detention (3) Loss of privilege (20days) Restitution	Tier Three Response Disciplinary Consequence: Parent conference required with principal Loss of privilege (25days) Restitution
<i>Defacing or destroying school property</i>	any action that causes destruction to areas within the school property	Tier Two Response Disciplinary Consequence: Admin Detention (1) Restitution	Tier Three Response Disciplinary Consequence: Admin Detention (2) Restitution	Tier Three Response Disciplinary Consequence: Admin Detention (3) Restitution	Tier Three Response Disciplinary Consequence: Out of School Suspension (1) Restitution

<i>Extortion</i>	applying pressure to take another's property	Tier Two Response Disciplinary Consequence: Admin Detention (2) Restitution	Tier Three Response Disciplinary Consequence: Admin detention (3) Restitution	Tier Three Response Disciplinary Consequence: Suspension(1) Restitution	Tier Three Response Disciplinary Consequence: Out of School Suspension(2) Restitution
<i>Theft of Property</i>	taking the property of any individual without permission of the owner	Tier Two Response Disciplinary Consequence: Admin Detention (1) Restitution	Tier Three Response Disciplinary Consequence: Admin Detention (2) Restitution	Tier Three Response Disciplinary Consequence: Admin Detention (3) Restitution	Tier Three Response Disciplinary Consequence: Out of School Suspension (1) Restitution
<i>Possession of Distribution of pornographic materials</i>		Tier Two Response Disciplinary Consequence: Lunch Detention (2) SRO notification	Tier Two Response Disciplinary Consequence: Admin Detention (1) SRO notification	Tier Three Response Disciplinary Consequence: Admin Detention (2) SRO notification	Tier Three Response Disciplinary Consequence: Suspension (1) SRO notification
<i>Conduct on the bus that jeopardizes the safety of others</i>	Any behavior that jeopardizes the safety of others, including but not limited to standing on the bus, moving around the bus while it is in motion, throwing	Tier Two Response Disciplinary Consequence: Lunch Detention (1)	Tier Two Response Disciplinary Consequence: Lunch Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (1) Loss of transportation (2 days)	Tier Three Response Disciplinary Consequence: Admin Detention (2) Loss of transportation (4 days)

	objects				
<i>Level Three: Injurious, Harmful, and/or Habitual Behaviors</i>					
Infractions	Descriptions or Remarks	First Infraction	Second Infraction	Third Infraction	Fourth Infraction
<i>Leaving school grounds without permission</i>	leaving the school building or outside area without permission	Tier Three Response Disciplinary Consequence: Admin Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (3)	Tier Three Response Disciplinary Consequence: Out of School Suspension (1)	Tier Three Response Disciplinary Consequence: Out of School Suspension (2)
<i>Incitement/Instigating Fighting</i>	activity that encourages others to partake in a physical altercation	Tier Three Response Disciplinary Consequence: Admin Detention (1)	Tier Three Response Disciplinary Consequence: Admin Detention (2)	Tier Three Response Disciplinary Consequence: Admin Detention (3)	Tier Three Response Disciplinary Consequence: Out of School Suspension (1)
<i>Assault of student</i>	to physically cause harm to another person including punching, smacking, or any action involving bodily harm	Tier Three Response Disciplinary Consequence: Out of School Suspension (2) SRO notification	Tier Three Response Disciplinary Consequence: Out of School Suspension (3) SRO notification	Tier Three Response Disciplinary Consequence: Out of School Suspension(4) SRO notification	Tier Three Response Disciplinary Consequence: Out of School Suspension(5+) SRO notification

<i>Fighting</i>	(as defined by the NJ Violence and Vandalism Regulations)	Tier Three Response Disciplinary Consequence: Out of School Suspension (1)	Tier Three Response Disciplinary Consequence: Out of School Suspension (2)	Tier Three Response Disciplinary Consequence: Out of School Suspension (3) Superintendent /SRO notification	Tier Three Response Disciplinary Consequence: Out of School Suspension (4) Superintendent/ SRO notification
<i>Level Four: Infractions that are highly serious or cause imminent danger to self or others</i>					
Infractions	Descriptions or Remarks	First Infraction	Second Infraction	Third Infraction	Fourth Infraction
<i>Possession of tobacco or tobacco related products, including but not limited to electronic devices, (vaporizers, e-cigarettes) and/ or related devices</i>		Tier Four Response Disciplinary Consequence: Admin. Detention (2)	Tier Four Response Disciplinary Consequence: Admin Detention (3)	Tier Four Response Disciplinary Consequence: Out of School Suspension (1)	Tier Four Response Disciplinary Consequence: Out of School Suspension (2)
<i>Use of tobacco products or tobacco-related products including but not limited to, electronic devices, (vaporizers, e-cigarettes) and/ or related devices</i>		Tier Four Response Disciplinary Consequence: Out of School Suspension (1) Required Drug Screening	Tier Four Response Disciplinary Consequence: Out of School Suspension (2) Required Drug Screening	Tier Four Response Disciplinary Consequence: Out of School Suspension (3 +) Required Drug Screening	Tier Four Response Disciplinary Consequence: Out of School Suspension (3 +) Required Drug Screening

<i>Possession of alcohol or illegal controlled substance</i>		<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension(5 - 9 days)</p> <p>Drug Screening Superintendent/ SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension(10+ days)</p> <p>Drug Screening Superintendent/ SRO notification</p>		
<i>Use of alcohol or illegal controlled substance</i>		<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (5 - 9 days)</p> <p>Drug Screening Superintendent/ SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (10+ days)</p> <p>Drug Screening Superintendent/ SRO notification</p>		
<i>Possession of medication without school notification</i>		<p>Nurse notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Admin. Detention (2)</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Admin Detention (3)</p> <p>SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (1)</p>

<i>Distribution of illegal or controlled substances</i>		Tier Four Response Disciplinary Consequence: Out of School Suspension (Indefinitely) Drug Screening Superintendent/SRO notification	Tier Four Response Disciplinary Consequence: Out of School Suspension (Indefinitely) Drug Screening Superintendent/SRO notification		
<i>Possession of hazardous materials</i>		Tier Four Response Disciplinary Consequence: Admin Detention (2) SRO notification	Tier Four Response Disciplinary Consequence: Admin Detention (3)	Tier Four Response Disciplinary Consequence: Out of School Suspension(2)	Tier Four Response Disciplinary Consequence: Out of School Suspension (3)
<i>Use of hazardous materials</i>		Tier Four Response Disciplinary Consequence: Out of School Suspension (2) SRO notification	Tier Four Response Disciplinary Consequence: Out of School Suspension (3) SRO notification	Tier Four Response Disciplinary Consequence: Out of School Suspension(4) SRO notification	Tier Four Response Disciplinary Consequence: Out of School Suspension(5+) SRO notification
<i>Possession/ Use of firearms or weapons</i>		Tier Four Response Disciplinary Consequence: Out of School Suspension (Indefinitely) Superintendent/SRO notification Board Action			

<i>Possession/ use of look-a-like weapon or drugs</i>		<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (2)</p> <p>Superintendent/ SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (4)</p> <p>Superintendent/ SRO notification</p>		
<i>Possession of weapons other than firearms</i>		<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (4)</p> <p>Superintendent/ SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (5 - 9 days)</p> <p>Superintendent and SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension(10 + days)</p> <p>Superintendent /SRO notification</p>	
<i>Assault of staff</i>	to physically cause harm to another person including punching, smacking, or any action involving bodily harm	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (5 - 9 days)</p> <p>Superintendent/ SRO notification</p>	<p>Tier Four Response</p> <p>Disciplinary Consequence: Out of School Suspension (10+ days)</p> <p>Superintendent/ SRO notification</p>		

HIB Violations - Harassment, intimidation or bullying" means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being 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, physical or sensory [handicap] disability, or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds as provided for in section 16 of P.L.2010, CHAPTER 122, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that: 5 New HIB Definition a) a reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; [or] b) has the effect of insulting or demeaning any student or group of students [in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school]; or c) creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

The following infractions include behaviors/actions that not only violate our code of conduct expectations but may also be violations of our HIB Policy. In addition to the disciplinary investigation, a HIB investigation conducted by our Anti-bullying specialist will be initiated by the principal to determine if a violation of the HIB Policy has occurred. Disciplinary consequences resulting from the disciplinary investigation may be administered at any time. Please note that additional discipline may be administered at the conclusion of the HIB investigation based upon the recommendations of the HIB specialist.

Infractions	Descriptions or Remarks	First Infraction	Second Infraction	Third Infraction	Fourth Infraction
<i>Acts of discrimination</i>	as described above	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Admin Detention (2)	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Admin Detention (3)	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Out of school suspension (2)	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Out of school suspension (4)
<i>Violating the Rights of Others</i>	physically, sexually, and verbally (spoken, written or electronic), including but not limited to hazing, harassment, ridicule,	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Admin Detention (2)	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Admin Detention (3)	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Out of School Suspension (2)	HIB investigation to be completed as per NJ state law Disciplinary Consequence: Out of school suspension (3)

	embarrassment, inflammatory statements, hate speech, slurs, and derogatory comments.				
<i>Sexual Harassment (physical)</i>		<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Out of school suspension (2)</p> <p>Superintendent/SRO notification</p>	<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Out of school suspension (4)</p> <p>Superintendent/SRO notification</p>	<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Out of school suspension (5+)</p> <p>Superintendent/SRO notification</p>	
<i>Unauthorized Social Media Posting (Including but not limited to, images taken within the school and/or of the staff and student body.</i>	<p>Additionally, unauthorized postings include but are not limited to, posting commentary, content, video or images that are defamatory, harassing, or misrepresent/sl under the district, school, staff or student body and/ or create a hostile environment)</p>	<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Admin Detention (2)</p>	<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Admin Detention (3)</p>	<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Out of school suspension (2)</p>	<p>HIB investigation to be completed as per NJ state law</p> <p>Disciplinary Consequence: Out of school suspension (4)</p>