

# Glen Rock Public Schools

## NJ Anti-Bully Bill of Rights Act

### Fact Sheet for Parents

District Anti-Bully Coordinator

[Mr. Brian Pepe](#)

Glen Rock Middle School

600 Harristown Road

Glen Rock, NJ 07452

201-445-7700

High School Anti-Bully Specialist

[Mr. Mike Escalante](#)

Middle School Anti-Bully Specialist

[Ms. Melissa Brinton](#)

Byrd School Anti-Bully Specialist

[Ms. Lisa Picarello](#)

Central School Anti-Bully Specialist

[Ms. Sandra Nestor](#)

Coleman School Anti-Bully Specialist

[Ms. Alice Wright](#)

Hamilton School Anti-Bully Specialist

[Mrs. Audrey Mutch](#)

#### How is HIB defined?

“Harassment, intimidation or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, whether it is 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 disability, or by any other distinguishing characteristic,
- That 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 or the rights of other students and that:
  - 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/her person or damage to his/her property
  - Has the effect of insulting or 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 physical or emotional harm to the student.

### The Path of a HIB Complaint

