

# Bullying vs. Conflict

Conflict and bullying are very different. Conflict is a disagreement or argument in which both sides express their views. Conflict occurs naturally as we interact with one another. Unlike bullying, during a conflict people are equally involved in some type of disagreement. Conflict is considered mutual, meaning everyone is more or less evenly involved.

Bullying, on the other hand, is negative behavior directed by someone exerting power and control over another person. It involves one or several people (the bullies) intentionally committing a mean or violent act against another person(s) or a group of people (the victims). When bullying occurs, there is no mutual participation in the disagreement.

Both conflicts and bullying can interrupt the school day, damage property and cause injuries to the people involved. However, when the behavior involves a conflict, the action taken will be in accordance with the district's Code of Conduct and not the New Jersey Anti-Bullying Bill of rights Act.

# CONTACT US

Please contact the following Anti-Bullying Specialist for any questions or concerns about **HIB**:

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# Harassment, Intimidation, and Bullying - HIB



PCTVS offers and supports a school climate and culture that fosters learning and positive youth development for productive and fulfilling lives. We strive to assess, develop and maintain an enduring, positive school climate and culture, and we believe our efforts positively affect student learning and promote good citizenship.

# Harassment, Intimidation, and Bullying (HIB)

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New Jersey Anti-Bullying Bill of Rights Act as of 2010:

*“Any gesture, any written, verbal or physical act or any electronic communication\* whether it be a single incident or a series of incidents that...*

1. Is reasonably perceived as being motivated by either 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
2. By any other distinguishing characteristic; and that
3. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3, 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
4. Has the effect of insulting or demeaning any pupil or group of pupils; or
5. Creates a hostile educational environment for the pupil by interfering with a pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.

\* Electronic communication means a communication transmitted by means of any electronic device



## Passaic County Technical-Vocational Schools

Every student has the right to be educated in an environment free from harassment, intimidation and bullying. PCTI is committed to working to ensure that students feel safe in our setting. PCTI is also committed to carrying out the regulations outlined in the NJ Anti-bullying Bill of Rights Act. This is why we have clear policies and procedures designed to combat and prevent harassment, intimidation and bullying behaviors. In addition to being proactive about harassment, intimidation and bullying, our staff members have been trained in how to identify and respond to such behaviors.

We have five Anti-Bullying Specialists at the district level. These staff members actively address student, parent and staff concerns related to harassment, intimidation and bullying. We also have a district Anti-Bullying Coordinator who helps to develop policies, procedures and strategies designed to counter any trends related to harassment, intimidation and bullying that may be brought to the attention of the district. Contact information for these individuals is provided. Please feel free to speak to them if you have any questions or concerns.

## School Safety and Climate Team

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**Antonio Garcia** – Principal

**Joaquim Johnson** - Principal/STEM

**Jeannie Holman** – Assistant Principal  
& District Anti-Bullying Coordinator

**Kenneth McDaniel** – Assistant Principal  
& School Safety Specialist

**Michael O'Brien** – School Psychologist

**Katrina Najem** – School Counselor

**Jillian Diaz** – School Counselor

**Mark Frederick** – Transition Coordinator

**David Inigo** – School Counselor

**Tenaya Bascomb** – Grade Level Coordinator

**Rodney De Vore** – Grade Level Coordinator

**Michael Boorman** – Grade Level Coordinator

**Kathy Kyles** – Grade Level Coordinator/STEM

**Anthony Giusto** – Teacher

**Laura Martin** – Teacher

**Anjali Wahi** – Teacher

**Natalie Peragallo** – Teacher

**Lori Henry** – LDTC/Case Manager

**Margaret McCargo** – School Resource Officer

**Johannes Gonzalez** – School Resource Officer

**Jennifer Magna** – School Nurse

