## HIB, Bullying, Conflict, & Inappropriate Behavior

<table>
<thead>
<tr>
<th>HIB: Harassment, Intimidation, and Bullying</th>
<th>Bullying</th>
<th>Conflict</th>
<th>Inappropriate Behavior</th>
</tr>
</thead>
</table>
| One sided harassment or intimidation for a reason other than a protected category  
On purpose/meant to hurt or demean | Mutual argument, name-calling, harassment, etc. back and forth between two or more students.  
Disagreement that may or may not have been meant to harm | General inappropriate behavior that does not fit into the other categories, but is not appropriate in school |
| Formal investigation including taking written statements from alleged victim, the accused, and witnesses, and checking videotape, social media, and other evidence. Final results reported to Superintendent, and Board of Education. | Formal investigation by interviewing alleged victim, the accused, and witnesses, and checking videotape, social media, and other evidence. | Goal is to resolve the conflict. Counselor may mediate with both students present.  
More serious cases mediated by administrator, with possible consequences for inappropriate behavior in school |
| Conduct referral/discipline for the offender  
Possible remedial measures for the victim | Mediation with the School Counselor or Administrator  
Conduct referral/discipline for both students may be appropriate | Conduct referral/discipline |