

CHERRY HILL BOARD OF EDUCATION
Cherry Hill, New Jersey

POLICY AND LEGISLATION COMMITTEE

MEETING DATE:	Monday, April 2, 2012, 6:00 pm
LOCATION:	MALBERG ADMINISTRATION BUILDING, Board Room
CHAIRPERSON:	Kathy Judge, Chair
COMMITTEE MEMBERS:	Sherrie Cohen, Eric Goodwin, Carol Matlack
ADMINISTRATIVE LIAISON:	Maureen Reusche

AGENDA

Old Business

1. Second Reading of Policy:
 - Policy 6142.41: Dating Violence -Attached copy represents changes suggested at the February Committee meeting, discussed at March work session and referred back to committee.

New Business:

1. Waiver of Procedure F-3: Secondary Field Trips

School	Trip	Location	Dates	# School Days Missed
Cherry Hill East	DECA International Conference	Salt Lake City, Ut	4/28-5/2/12	3

2. Discussion of Policy Update Chart:

Other:

Information Items:

1. Tentative Meeting Dates:

April 30, 2012
June 4, 2012

DATING VIOLENCE

The Cherry Hill Board of Education has determined that a safe and civil environment in school is necessary to learn. Incidents of dating violence whether they be verbal, sexual, physical or emotional will not be tolerated and will be dealt with according to the [school district/charter school] Cherry Hill Public Schools' code of student conduct and this policy.

For the purposes of this policy, "Dating violence" means a pattern of behavior where one person threatens to use, or actually uses physical, sexual, verbal, or emotional abuse to control a dating partner.

Procedures for reporting incidents of dating violence

District employees shall report all incidents of dating violence to the school's principal, or his or her designee (Vice/Assistant Principal, Guidance Counselor, Student Assistance Counselor, Director of Security School Nurse etc.) in compliance with this policy. This report should be made verbally as soon as possible but no later than the end of the student's school day. A written report regarding the incident of dating violence should be submitted to the principal, or his or her designee by the reporting employee no later than one day after the incident occurs.

Examples of dating violence that must be reported include but are not limited to:

Witnessed or reliable information concerning incidents that are characterized by physical, emotional, verbal or sexual abuse.

- Digital or electronic incidents of dating violence.
- Patterns of behavior which are threatening or controlling.

Dating violence statements and investigations should be kept in files separate from student academic and discipline records. This is recommended to prevent the inadvertent disclosure of confidential information.

Guidelines for responding to at-school incidents of dating violence¹

At school means in a classroom or anywhere on school property, on a school bus or other school related vehicle, at an official school bus stop, or at any school sponsored activity or event whether or not it is on school grounds.

Protocol for Staff Members

Any school staff member who witnesses or learns of an incident of dating violence is required to take the following steps:

- Separate the aggressor from the victim
- Speak with the victim and the aggressor separately.
- Speak with witnesses or bystanders separately.
- [Inform the principal, or his or her designee of the act or] Report the incident as described in this policy.
- Prepare written report of incident for principal, or his or her designee.
- Monitor the interactions of the victim and the aggressor. Be mindful of retaliation from any source. Student safety should be the priority.

Protocol for Administrators

Any school administrator who witnesses an incident of dating violence or learns of an act of dating violence pursuant to the reporting requirements of this policy is required to take the following steps:

- Separate the aggressor from the victim to the extent reasonably possible.
- Meet separately with the victim and the aggressor.
- Take written statements from the victim and alleged aggressor.
- Review the victim's and aggressor's written statements to ascertain an understanding of the incident. Questions may be asked of either individual for clarification.
- Further investigate the incident by speaking with bystanders/witnesses of the incident. All statements must be documented.

- Administrator must notify the Director of Security, who will in consultation with the administrator determine if the incident must be reported to the Police Department.
- Contact should be made with the parents/guardians of both the victim and the aggressor.
- Schools must notify both parties in writing of the outcome of the investigation into the incident of dating violence.

Protocol for working with the Victim of an [act or] incident of dating violence

- Student safety should be the first priority. Interaction between the victim and the alleged aggressor should be avoided. The burden of any schedule changes (classroom, bus etc.) should be taken on by the alleged aggressor.
- Schedule a conference with the victim and their parents/guardians.
- Identify any means or actions that should be taken to increase the victim's safety and ability to learn in a safe and civil school environment.
- Alert the victim and their parents/guardians (if they have been notified of the incident) of school and community based resources that may be appropriate, including their right to file charges, if the incident violated the law.
- Monitor the victim's safety as needed. Assist the victim with any plans needed for the school day and after school hours. (e.g. Hallway safety, coordination with parents/guardians for transportation to and from school). An individualized safety plan may be developed if deemed necessary. See Appendix A for examples and additional resources.
- Discuss a school approved Stay-Away Agreement between the victim and the alleged aggressor unless there is already a restraining order under the Prevention of Domestic Violence Act. See Appendix B for examples and additional resources.
- Encourage the victim to self report any and all further acts and incidents of dating violence that occur to the principal, or his or her designee. See Appendix C for examples and additional resources.
- Document all meetings and action plans that are discussed.

Protocol for working with the alleged aggressor of an incident of dating violence

- Schedule a conference with the aggressor and their parents/guardians.
- Give the alleged aggressor the opportunity to respond in a written statement to the allegations of an incident of dating violence.
- Alert the alleged aggressor and their parents/guardians, to both school and community based support and counseling resources that are available.
- Identify and implement counseling, intervention and disciplinary methods that are consistent with school policy for incidents of this nature.
- Review the seriousness of any type of retaliation (verbal, emotional, physical, sexual, electronic/digital) towards the victim who reported the incident of dating violence. Address that consequences would be issued consistent with the District's code of student conduct and procedures for any type of retaliation or intimidation towards the victim.
- Document all meetings and action plans that are discussed.

Discipline procedures specific to incidents of dating violence

The Board of Education requires its school administrators to implement discipline and remedial procedures to address incidents of dating violence. These policies and procedures must be consistent with the District's code of student conduct. This policy and the administrative procedures specific to incidents of dating violence will be used to address the [act or] incident and to determine remediation, intervention, education, and prevention for all individuals involved in addition to consequences required by the student code of conduct. Discipline responses will be tiered with consideration given to the seriousness and the number of previous occurrences of incidents in which both the victim and alleged aggressor have been involved.

The consequences and remedial measures listed below are examples and may be expanded upon:

Consequences²:

- Admonishment
- Temporary removal from the classroom
- Classroom or administrative detention
- In-school suspension
- Out-of-school suspension
- Reports to law enforcement
- Expulsion

*Monitor the interactions of the victim and the aggressor. Be mindful of retaliation from any source. Student safety should be the priority.

Remediation/Intervention²:

- Parent conferences
- Student Counseling(all students involved in a the incident)
- Peer support group
- Corrective instruction or other relevant learning or service experiences
- Supportive student intervention (IR&S)
- Behavioral management plan
- Alternative placements

Warning Signs of Dating Violence

A pattern of behaviors may be an important sign that a student is involved in an unhealthy or abusive dating relationship. Warning signs may include but not be limited to the following:

Examples of Warning Signs³ and Statistics:

- Name Calling and put downs- Does one student in the relationship use name-calling or putdowns to belittle or intimidate the other student?
- Extreme Jealousy- Does one student in the relationship appear jealous when the other talks with peers?
- Making Excuses- Does one student in the relationship make excuses for the other?
- Canceling or changing plans- Does one student cancel plans often, and at the last minute? Do the reasons make sense or sound untrue?
- Monitoring- Does one student call, text, or check up on the other student constantly? Does one student demand to know the other's whereabouts or plans?
- Uncontrolled Anger- Have you seen one of the students in the relationship lose his or her temper or throw and break things in anger?
- Isolation- Has one student in the relationship given up spending time with family and friends? Has the student stopped participating in activities that were once very important?
- Dramatic Changes- Has the student in the relationships appearance changed? Lost or gained weight? Does the student seem depressed?
- Declining Grades
- Injuries- Does the student in the relationship have unexplained injuries? Does the student give explanations that seem untrue?
- Quick Progression- Did the student's relationship get serious very quickly?

Statistics:

- Victims of alleged aggressors of teen dating violence are more likely to bring a weapon to school.⁴
- Victims of teen dating violence have lower academic achievement and grades of D and F.⁵

- 5% of girls reported missing at least one day of school a month due to safety concerns.⁶
- 43% of teen dating violence victims report that the dating violence experience occurred in a school building or on school grounds.⁷
- 83% of the incidents of dating violence that occurred was physical abuse.⁷

Many of these warning signs make a connection to one student in the relationship asserting control and power over the other. Recognizing one or more signs of teen dating violence plays an important role in shaping a policy to prevent, educate and intervene in [acts or] incidents of dating violence.

Legal References:	<i>N.J.S.A. 18A:6-111 et seq.</i>	<i>Instruction in Suicide Prevention</i>
	<i>See particularly:</i>	
	<i>N.J.S.A. 18A:6-113</i>	<i>Instruction in suicide prevention in public school curriculum</i>
	<i>N.J.S.A. 18A:35-4.19</i>	
	<i>through -4.22</i>	<i>AIDS Prevention Act of 1999</i>
	<i>N.J.S.A. 18A:35-4.23a</i>	<i>Dating violence into health education curriculum</i>
	<i>N.J.S.A. 18A:35-5</i>	
	<i>through -9 Maintenance of physical training courses; features ...</i>	
	<i>N.J.S.A. 18A:37-33 to 37</i>	<i>Dating violence policy and education</i>
	<i>N.J.A.C. 6A:7-1.7</i>	<i>Equality in school and classroom practices</i>
	<i>N.J.A.C. 6A:8-3.1</i>	<i>Curriculum and instruction</i>
	<i>N.J.A.C. 6A:8-5.1</i>	<i>Graduation requirements</i>
	<i>N.J.A.C. 6A:9-5.19</i>	<i>Athletics Personnel</i>
	<i>N.J.A.C. 6A:9-11.8</i>	<i>Health and physical education</i>
	<i>N.J.A.C. 6A:16-2.1 et seq.</i>	<i>General Provisions for School Health Services</i>

Legal References(continued):

See particularly:

N.J.A.C. 6A:16-2.2

N.J.A.C. 6A:32-9.1 Athletics Procedures

20 U.S.C.A. 1681 et seq. - Title IX of the Education Amendments of 1972

The Comprehensive Equity Plan, New Jersey State Department of Education

Prevention of Domestic Violence Act 2C25-18 et seq. Governs dating when defendant is over 18 or when there is stalking

¹ Adapted from *A Guide to Preventing Bullying, Teen Dating Violence, and Sexual Violence*, Rhode Island Department of Elementary and Secondary Education, 2008.

² Adapted from *The Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying On School Property, At School Sponsored Functions And on School Buses*, New Jersey Department of Education, April 2011.

³ Adapted from *A Guide to Preventing Bullying, Teen Dating Violence, and Sexual Violence*, Rhode Island Department of Elementary and Secondary Education, 2008.

⁴ Office of the Attorney General, Crime and Violence Prevention Center, 2003-2004. *California Student Survey, Brief 4*.

⁵ *Ibid*.

⁶ Centers for Disease Control and Prevention, *Surveillance Summaries*, May 21, 2004, MMWS 2004:53 (No. SS-2)

⁷ Christian Molitor, Richard M. Tolman, *Gender and Contextual Factors in Adolescent Violence*, *Violence Against Women*, Vol. 4, No. 2 (1998): 180-94

