

Resolution on Bullying approved by the Faculty Senate Faculty Affairs Committee to be presented to the Faculty Senate Executive Council meeting on November 4 and for full consideration by the Faculty Senate on November 18, 2019.

Bullying: Bullying is behavior that:

- directed towards an individual or group;
- is repeated;
- is hostile or offensive; and,
- creates an intimidating and/or threatening environment that causes psychological, professional, and/or physical harm.

Bullying behavior may take many forms, including physical, verbal, or written acts (including texting and social media). It may also involve egregious abuse of power, and/or excluding behavior, such as ignoring, dismissing, or ostracizing individuals or groups.

Hostile behavior includes behavior that is harmful or damaging to an individual and/or property. This may include tampering, damaging, or destroying a person's work output; and/or making false statements verbally or in writing. Behavior that is intimidating, threatening, disruptive, humiliating, or vicious may also constitute hostile behavior.

Offensive behavior may include abusive language, derogatory remarks, insults, or epithets. Other offensive behavior may include the use of condescending, humiliating, or vulgar language, swearing, shouting or unsuitable language, obscene gestures, or mocking.

WHEREAS, academic bullying has a negative impact on the University of Tennessee's mission to provide excellence in teaching, research, scholarship, creative activity, outreach, and engagement, and

WHEREAS, Volunteer Values acknowledge that respecting the contributions and strengths of each individual is integral to teamwork and to fostering a culture of inclusive excellence, and

WHEREAS, bullying generates long-term negative emotional and physical consequences in the lives of people who are its targets, and

WHEREAS, inaction and passive acceptance of bullying behaviors serve to promote them;

WHEREAS, every member of the campus community should feel safe, welcomed, supported, included, and valued by the university, and

WHEREAS, the Chancellor's Task Force on Civility and Community encourages all community members to speak out against incidents involving bigotry and other types of incivility so the university can fulfill its responsibility of responding in a fair, timely and consistent fashion, and

THEREFORE, BE IT RESOLVED that the UTK-UTIA Faculty Senate stands against bullying and calls on the university to enact enforceable policies and provide training that address bullying.