

University of Georgia
Equal Opportunity Office
<https://eoo.uga.edu/definitions/bullying-o>

Bullying

The University of Georgia's Workplace Violence Policy prohibits bullying, which it defines as: "Unwanted offensive and malicious behavior that undermines an individual or group through persistently negative attacks. The behavior generally includes an element of vindictiveness, and is intended to undermine, patronize, humiliate, intimidate or demean the recipient."

Enforcement of the Workplace Violence Policy, including receipt and investigation of complaints, is handled by Sige Burden, Sr. Director, Faculty & Staff Relations, (706) 542-9231 or sburden@uga.edu. However, bullying that involves any of the categories protected under the University's Non-Discrimination and Anti-Harassment Policy ("NDAH Policy") (e.g., race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran status) will be investigated by the Equal Opportunity Office as potential discriminatory harassment.

Bullying behavior by a student that does not involve any of the categories protected under the NDAH Policy can be addressed by UGA's Office of Student Conduct, (706) 542-1131 or conduct@uga.edu.

University of Maryland
Faculty and Staff Workplace Violence Reporting Procedures
<https://www.shadygrove.umd.edu/sites/default/files/u251/VII-1100A%20Workplace%20Violence%20Reporting%20Risk%20Assessment%20Procedures.pdf>

The University of Maryland is committed to maintaining a safe working, learning, and living environment for all members of the campus community. Violence, threats or other troubling behavior in the workplace have increasingly become a matter of national concern, and like all communities the University is mindful of the potential for such behaviors on our campus. To address this issue proactively, the University is providing faculty and staff with the following procedures for responding to violence, threats, or other troubling behavior in the workplace.

I. Reporting Immediate Emergencies, Violence or Threatening Behavior

The University's Department of Public Safety should be called in the event of violence-in-process or immediate threats from any source, including faculty, staff, students, or members of the public.

On campus reports should be made to 911, or 301-405-3333. Reports being made from off campus should be made to 301-405-3333.

If there is any doubt about whether a situation could escalate to the stage of actual violence, the University Department of Public Safety should be called immediately.

II. Reporting Potential Threats or Non-Immediate Concerns about Behavior

As a concerned community, it is our collective responsibility to report acts of intimidation or violence. Faculty, staff, and students who are subjected to, witness, or have reason to know of conduct that could be perceived as violent, threatening or otherwise troubling, should report the conduct to the appropriate official.

If the conduct involves a faculty member, reports should be made to the Associate Provost for Faculty Affairs, 301-405-4252.

If the conduct involves a staff member, reports should be made to the Director of Staff Relations, 301-405-0001.

Upon receiving a report, the Associate Provost for Faculty Affairs or the Director of Staff Relations shall consult with other University offices (such as the Department of Public Safety, Health Center, Counseling Center, and Legal Office) to determine if it is necessary to develop a risk assessment plan or to implement relevant University policies and procedures. For example, violent or aggressive behavior may violate University and Board of Regents' policies on Acts of Violence and Extremism, Sexual Harassment, or Sexual Assault. In some cases, workplace behaviors may require processing under the University of Maryland Fitness for Duty Policy and Procedures. The Associate Provost for Faculty Affairs and the Director of Staff Relations have primary responsibility for coordinating the appropriate response to reported conduct.

The Office of Student Conduct, 301-314-8204, should be called for non-immediate issues or questions regarding students. Additional information and resources regarding student conduct issues are available at <http://studentconduct.umd.edu/Fall2010Reminder.aspx>. VII-11.00(A)

III. Examples of Behaviors to Report

The following behaviors are examples of conduct to be reported to either the Associate Provost for Faculty Affairs or the Director of Staff Relations. If there is uncertainty about reporting a behavior, or if there are questions about how to deal with a faculty or staff member's problematic behavior, those officials should be contacted for advice.

- Any act of violence where a faculty or staff member hits, pushes, or otherwise physically assaults any member or guest of the University community.
- Any verbal threat that is intended to intimidate or threaten the safety of an individual, whether the threat is made in person, through another individual, over the phone, in the mail, or through e-mail or other social media.
- Unusual or menacing behavior, focused on a grudge, grievance or romantic interest in an individual, suggesting that the faculty or staff member is losing control.
- Acts, words, or gestures adversely affecting the safety and security of an individual, such as stalking or bullying.
- Damaging property owned by the University or by individuals.
- Possession of weapons on University property.

IV. Confidentiality and Non-Retaliation

Reports will be handled confidentially. "Confidentially" means that only those who have a need-to-know shall be informed about a report, and that reports shall be kept confidential to the extent allowed by law and University policy.

No person shall be retaliated against for good faith reports of this type of conduct. A report is not in good faith if it is false or misleading; was made with the intention to harass; appears to be frivolous; or is otherwise an abuse of the reporting process.

The University shall be sensitive and responsive to the rights of both the reporting person and the faculty or staff member who is the subject of a report.

V. Consequences of Violence or Threatening Behavior

Faculty or staff found to commit or threaten acts of violent behavior may be subject to disciplinary action as provided for under relevant University policies. Criminal charges may be filed, as appropriate.

University of North Carolina at Chapel Hill

HR Violence in the Workplace Policy

<https://hr.unc.edu/employees/policies/violence/>

The University is committed to provide a workplace that is free from workplace violence by establishing preventative measures, by holding perpetrators of violence accountable, and by providing assistance and support to victims.

An Employee Threat Assessment and Response Team has been established to evaluate both immediate and potential threats of workplace violence. Any form of violence as defined in this policy may be cause for disciplinary action, up to and including dismissal, as unacceptable personal conduct.

Violent acts, whether on-duty or off-duty, affect the ability of all employees to perform their jobs. The University will apply all useful management tools to accomplish the dual purpose of reducing the effects of violence on victims and the University community as well as hold perpetrators of violence accountable for their actions.

Employee & Management Relations, UNC Police, and the Employee Assistance Program (EAP) have been designated to provide services to workplace violence victims.

Definitions of Prohibited Behaviors

- **Workplace violence:** including, but not limited to: intimidation, bullying, stalking, threats, physical attack, property damage, or domestic and family violence. This includes acts of violence committed by or against University employees. Such incidents may also involve students, clients, visitors or vendors
- **Bullying:** unwanted offensive and malicious behavior that undermines an individual or group through persistently negative attacks. The behavior generally includes an element of vindictiveness, and is intended to undermine, patronize, humiliate, intimidate or demean the recipient
- **Intimidation:** including, but not limited to unwarranted behavior intended to frighten, coerce, or induce duress.
- **Physical attack:** unwanted or hostile physical contact including but not limited to hitting, fighting, shoving, restraining, or throwing objects
- **Property damage:** intentional damage to property and includes property owned by the University or by employees, students, clients, visitors or vendors
- **Stalking:** harassing or pestering an individual in person, in writing, by telephone or by electronic format. Stalking also involves following an individual, spying on them, alarming the recipient, or causing them distress and may involve physical violence or the fear of physical violence
- **Threat:** the expression of intent to cause physical or mental harm. An expression constitutes a threat without regard to whether the party communicating the threat has the present ability to carry out the threat and without regard to whether the expression is contingent, conditional, or future
- **Domestic & Family Violence:** the use of abusive or violent behavior, including threats and intimidation, between people who have an ongoing or a prior intimate relationship (including people who are married, live together or date, or who have been married, lived together or dated) or between family members
- **Weapons:** any objects that may be used to intimidate, attack, or injure another person or to damage property. Objects understood to have a primary function as a weapon are not allowed on campus unless expressly authorized under this policy or under State law.

University of Wisconsin

Human Resources Policy on Hostile and Intimidating Behavior

<https://hr.wisc.edu/hib/>

Hostile and intimidating behavior, sometimes known by the shorthand term “bullying,” is defined in university policy as “unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the University’s academic or operational interests.”

Hostile and intimidating behavior (HIB) can occur in both the private and public sectors, including colleges and universities. Even individual instances of such behavior can have a significant effect on the person it’s aimed at, and can take a physical and emotional toll, reduce the effectiveness of a person’s work, and hamper the ability of individuals – and entire units – to do their work. It is a significant reason for unhealthy workplace climate and culture, and should be addressed immediately. Hostile and intimidating behavior can occur both within and across employment sectors – faculty on faculty, faculty on staff, etc. – and power differentials, and in any university setting (the office, the lab, in the halls, at meetings; it can happen in groups or one-on-one). Regardless of when and how it happens, it must be addressed and corrected. Hostile and intimidating behavior is prohibited by university policy.

Definition of “Hostile and Intimidating Behavior”

Hostile and intimidating behavior is defined as unwelcome behavior pervasive or severe to the extent that it makes the conditions for work inhospitable and impairs another person’s ability to carry out his/her responsibilities to the university, and that does not further the University’s academic or operational interests. A person or a group can perpetrate this behavior. The person need not be more senior than or a supervisor to the target. Unacceptable behavior may include, but is not limited to:

1. Abusive expression (including spoken, written, recorded, visual, digital, or nonverbal, etc.) directed at another person in the workplace, such as derogatory remarks or epithets that are outside the range of commonly accepted expressions of disagreement, disapproval, or critique in an academic culture and professional setting that respects free expression;
2. Unwarranted physical contact or intimidating gestures; Conspicuous exclusion or isolation having the effect of harming another person’s reputation in the workplace and hindering another person’s work;
3. Sabotage of another person’s work or impeding another person’s capacity for academic expression, be it oral, written, or other;
4. Abuse of authority, such as using threats or retaliation in the exercise of authority, supervision, or guidance, or impeding another person from exercising shared governance rights, etc.
5. Repeated acts or a pattern of hostile and/or intimidating behaviors are of particular concern. A single act typically will not be sufficient to warrant discipline or dismissal, but an especially severe or egregious act may warrant either.