SUNY BROOME

(POLICY)

Policy:	Anti-Bullying Policy	Policy No.:	PA3014
Authority:	SUNY Broome Community College Board of Trustees		
Policy Owner	President	**Responsible Party:**	VP Admin & Finance
Approved:	January 23, 2020		
Revised:			

The SUNY Broome Anti-Bullying Policy aims to provide a respectful environment to be observed by everyone in the SUNY Broome community, including but not limited to Trustees, administrators, faculty, staff, students, guests, and vendors. Everyone will be held accountable to the policy, whether incidents occur on campus, off campus, phone, online or elsewhere. Bullying against any/all college employees and/or students by college officials, students, faculty, and staff is prohibited through any medium of communication or action; including, but not limited to: in-person interactions, third parties, as well as mediums such as technology including, but not limited to, email, text messages, social media, and digital education platforms (such as Blackboard).

Related Policies and Procedures:
> PA3013 Sexual Harassment Response and Prevention Policy
> GA2001 Non-Discrimination Statement
> GA2001.1 Discrimination Complain Procedure
> GA2009 Workplace Violence Prevention Procedures

To whom it applies: Campus Wide

Definitions: See separate attachment

Appendix
> Employee Information Booklet
> Student Handbook

DEFINITIONS

1. Bullying is defined as targeted and/or repeated incidents or a pattern of behaviors that are intended to intimidate, offend, degrade, or humiliate a particular person or group of people. Bullying may be a single, severe incident or occur through repeated instances. This includes the health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that includes, but is not limited to:
   1. Threatening, humiliating, inflammatory, slanderous, or intimidating actions or words

2. Work interference/sabotage/favoritism, which prevents work from getting one and/or negatively impacts a single/group of employees, such as, but not limited to:
    a. Sabotaging one's work or career through:
        i. Withholding merited resources
        ii. Preventing an employee from performing their responsibilities, negatively impacting their work-life and recognition and/or advancement
        iii. Treating an individual or group of employees in an unequal manner, such as differing distribution of responsibilities, the application of divergent standards of workload/hours/acceptable conduct, blatant disregard for an employee's position or stated job duties.
3. Verbal abuse
4. Social bullying
    a. Hurting one's reputation
    b. Deliberately isolating and/or demeaning someone
5. Physical bullying
6. Cyber bullying
    a. Posting or sharing private or potentially embarrassing personal information about the bullied with third parties
    b. Sending harmful, false, or mean content to the bullied
    c. Posting and/or sending malicious/inflammatory/false content about an individual or group
7. Educational Interference
    a. Intentional and repeated actions or words that interfere with or negatively impact the ability of the student or group of students to meet the student learning outcomes of a course or program
    b. Intentional and repeated failure to maintain a safe learning environment that respects all others who use the office/classroom.

Bullying is not:
    a. One-time disagreements or incidents.
    b. Unintentional social mistakes and general non-targeted rude behavior.
    c. Expressing differences of opinion.
    d. Offering constructive feedback, guidance, or advice about work-related behavior
    e. Reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (i.e. managing a worker's performance, taking reasonable disciplinary actions, assigning work).

Action (Created, Reviewed, Retired)	Date	Initials	Position Title
President's Task Force on Bullying	01/13/2020	RP	Robin Petrus – Chair
Updated Template (1.38)	04/23/2020	KP	Secretary – VP Student Development