

Faculty Senate Resolution against Bullying and Intimidation on Campus

Bullying is construed to mean persistent and pervasive conduct—including electronic, written, verbal, or physical acts—

- that creates an objectively hostile work or learning environment
- that places people in reasonable fear of harm to their person or property
- that is defamatory or abusive
- that has a substantially detrimental effect on the person's physical or mental health
- that has the effect of substantially interfering with a person's academic or workplace performance, or their ability to participate in or benefit from the services, activities, or privileges provided by an institution.

Workplace bullying is bullying that compromises the work environment for an employee.

Educational bullying is bullying that compromises the learning experience of a student.

WHEREAS:

- Workplace and educational bullying are injurious, and affect our teaching, research, and educational climate on campus, as well as our individual and collective abilities to succeed
- Workplace and educational bullying have been shown repeatedly to generate long-term negative emotional and physical consequences in the lives of people who are its targets
- Workplace and educational bullying have too long gone unchallenged on our campus
- Inaction and passive acceptance of bullying behaviors serve to promote them
- Bullying conflicts with the Iowa State University strategic plan, which states that “ISU will continue to enhance and cultivate the ISU Experience where faculty, staff, students, and visitors are safe and feel welcomed, supported, included, and valued by the university and each other”
- Bullying conflicts with Faculty Senate Resolution S16-4, which states that “We welcome all students to learn to the best of their abilities on our campus in an environment free from racism, sexism, bigotry, harassment, and oppression”

THEREFORE, BE IT RESOLVED THAT:

- ISU Faculty Senate stands firmly united that workplace and educational bullying have no place on our campus, are pernicious and will not be tolerated.

WE CALL ON FACULTY:

- to foster a climate of zero tolerance for bullying, intimidation, oppression, or victimization within our community
- to be attentive to any who may share encounters or experiences with workplace or educational bullying
- to build an educational environment at ISU that is respectful, empathetic and socially just to enable all to reach their full potential in research, teaching, and learning
- to work with the Policy Library Advisory Committee to establish, without infringing upon academic freedoms and the freedom of speech, a university policy against workplace and educational bullying