1. **General**

The University of Wisconsin-Platteville promotes a working, learning, and social environment where all members of the University community work together in a mutually respectful, psychologically healthy environment. UW-Platteville strives to foster an environment that reflects courtesy, civility, and respectful communication and promotes learning, research, and productivity through relationships.

Because a respectful campus environment is a necessary condition for success in aspects of our mission and values, the university is committed to providing a respectful campus, free of bullying in all of its forms. Bullying is unacceptable in all working, learning, and service interactions. This Policy describes the values, cornerstones, and behaviors that delineate a respectful campus and applies to all members of the UW-Platteville community, including, but not limited to students, faculty, and staff.

2. **Values**

A respectful campus exhibits and promotes the following values:

- Displaying personal integrity and professionalism
- Practicing fairness and understanding
- Exhibiting respect for individual rights and differences
- Demonstrating harmony in the working and educational environment
- Respecting diversity and difference
- Being accountable for one's actions
- Emphasizing communication and collaborative resolution of problems and conflicts
- Developing and maintaining confidentiality and trust
- Achieving accountability at all levels

3. **Cornerstones of a Respectful Campus**

The commitment to a respectful campus calls for promotion of an environment where the following are upheld:

- All individuals have important contributions to make toward the overall success of the university’s mission.
- UW-Platteville’s mission is best carried out in an atmosphere where individuals at all levels and in all units value each other and treat each other with respect.
- Individuals in positions of authority serve as role models in the promotion of a respectful campus. Promoting courtesy, civility, and respectful communication is consistent with the responsibility of leadership.
- Individuals at all levels are allowed to discuss issues of concern in an open and honest manner, without fear of reprisal or retaliation from individuals above or
below them in the university’s hierarchy. At the same time, the right to address issues of concern does not grant individuals license to make untrue allegations, unduly inflammatory statements or unduly personal attacks, or to harass others, to violate confidentiality requirements, or engage in other conduct that violates the law or university policy.

4. **Definition of Bullying**

Bullying is offensive and malicious behavior that undermines an individual or group. There is typically an element of vindictiveness and the behavior is calculated to threaten, control, undermine, patronize, humiliate, intimidate, or demean the recipient.

Bullying is not about occasional differences of opinion, conflicts and problems in campus relationships as these may be part of university life. Bullying is sustained by those present not taking responsibility and “is perpetuated by a climate of fear, ignorance, indifference, silence, denial, disbelief, deception, evasion of accountability, tolerance and reward for the bully” (Field, 1999).

Bullying can adversely affect dignity, health, and productivity and may be grounds for corrective disciplinary action, up to and including dismissal. Examples of behaviors that meet the definition of bullying above include, but are not limited to the following.

4.1 **Cyberbullying**

Cyberbullying is defined as the use of electronic devices to convey a message in any format (e.g., text, image, audio, video) that defames, intimidates, harasses, frightens, stalks, or is otherwise intended to harm, offend, or humiliate another individual or group of individuals in a deliberate, repeated, hostile, or unwanted manner, under the perpetrator’s true or a false identity.

4.2 **Physical Bullying**

Physical bullying is pushing, shoving, kicking, poking, and/or tripping; assault or threat of physical assault; damage to a person’s work area or property; damage to or destruction of a person’s work product or personal property.

4.3 **Verbal Bullying**

Verbal bullying is repeated slandering, ridiculing, or maligning of a person or persons, addressing abusive and offensive remarks to a person or persons in a sustained or repeated manner; or shouting at others in public and/or in private where such conduct is so severe or pervasive as to create a hostile or offensive educational or working environment or unreasonably interfere with the person’s work or school performance or participation.

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4.4 Nonverbal Bullying

Nonverbal bullying can consist of directing threatening gestures toward a person or persons, or invading personal space after being asked to move or step away.

4.5 Anonymous Bullying

Anonymous bullying can consist of withholding or disguising identity while treating a person in a malicious manner, sending insulting or threatening anonymous messages, placing objectionable objects among a person’s belongings, leaving degrading written or pictorial material about a person where others can see.

4.6 Threatening Behavior toward a Person's Job or Well-Being

Making threats, either explicit or implicit to the security of a person’s job, position, or personal well-being, can be bullying. It is not bullying behavior for a supervisor to note an employee’s poor job performance and potential consequences within the framework of University policies and procedures, or for a professor or academic program director to advise a student of unsatisfactory academic work and the potential for course failure or dismissal from the program if uncorrected.

5. Reporting Bullying Actions

Bullying behavior should be reported as follows.

5.1 Students

A student who believes he or she has been the subject of bullying, or an individual who believes a student has engaged in bullying behavior should report the behavior to his or her advisor or to a faculty member, the Chair of the Department, the Dean of the College, the Assistant Chancellor for Diversity and Inclusion, or to the Office of the Provost. Students may also report acts of bullying to the Office of the Dean of Students. The individual should select the reporting method he or she is most comfortable with and that is most appropriate to the situation.

If the bullying of students is based on race, color, religion, national origin, physical or mental disability, age, sex, sexual orientation, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the Affirmative Action Officer.

5.2 Staff

An individual who believes he or she has been the subject of bullying, or an individual who believes a staff member has engaged in bullying behavior, should report the behavior to his or her supervisor or manager, the Department Director or Dean of the College, the Affirmative Action Officer or to the appropriate Vice Chancellor, the Assistant Chancellor for Diversity and Inclusion or Provost. Individuals may also report
acts of bullying to the Academic Staff Personnel Commission or the Classified Staff Advisory Committee. The individual should select the reporting method he or she is most comfortable with and that is most appropriate to the situation.

If the bullying is based on age, race, color, religion, national origin, physical or mental disability, age, sex, sexual orientation, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the Affirmative Action Officer.

5.3 Faculty

A faculty member who believes he or she has been the subject of bullying, or an individual who believes a faculty member has engaged in bullying behavior should report the behavior to the Department Chair, the Dean of College, the Provost, the Assistant Chancellor for Diversity and Inclusion, or the Affirmative Action Officer. Individuals may also report acts of bullying to the faculty Grievance Committee. The individual should select the reporting method he or she is most comfortable with and that is most appropriate to the situation.

If the bullying is based on age, race, color, religion, national origin, physical or mental disability, age, sex, sexual orientation, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the Affirmative Action Officer.

6. Measurement

The campus will track the number of reported incidents from all sources.

7. Action

Bullying behavior will be investigated and handled in the same manner as misconduct, and may result in a variety of possible sanctions, up to and including termination. The process for investigating and hearing complaints and grievances against individuals depends upon the status of the accused.

1. Faculty — If the accused is faculty, procedures of the Complaints and Grievances Commission apply (Faculty Bylaws, Part II, Article III, Part 7).
2. Academic Staff — For academic staff, the Academic Staff Personnel Commission is the hearing body (Academic Staff Bylaws, Part II, Article III).
3. Classified Staff — Complaints against classified staff will be handled in accordance with the UW System Classified Work Rules, which can be found at http://www.uwsa.edu/ohrwd/policies/workrules.pdf, § 230.34, Wis. Stats. and Wis. Adm. Code section ER 46, or pursuant to existing collective bargaining agreements.
4. Students — Student conduct is governed by UWS 14 and UWS 17. Harassment and discrimination which meet the definition of conduct proscribed by those chapters may also result in disciplinary action. The procedures outlined in those chapters will be followed.