Development of Bullying and Cyberbullying Policy

Statement of Purpose:

The University of Wisconsin-Milwaukee seeks to promote a working and learning environment where all members of the UWM community can work together in a mutually respectful, psychologically-healthy environment. UWM strives to foster an environment that reflects courtesy, civility, and respect because such an environment promotes learning, research, and productivity.

Because a respectful campus environment is a necessary condition for success in its mission, UWM is committed to providing a respectful campus, free of bullying in all of its forms. Bullying is pernicious and unacceptable in all working, learning, and service interactions.

Team Members:

John McCarragher
Francene Botts-Butler
Shannon Bradbury
Isaac Brooks
Alex Kleppin

| Climate Objective | Describe the general area(s) of this climate initiative and what your group seeks to accomplish. | Team 2 is charged with designing campus policy to deal with the hotspot of Cyberbullying. Cyberbullying is a growing phenomenon wherein electronic communication is used to defame, intimidate, harass, frighten or |
| Actions | List the actions planned to advance initiative or address hotspot | Propose a policy (*Respectful Campus Policy*) and an amendment to existing policy (*Acceptable Use Policy*), recognizing Bullying and Cyberbullying as pernicious activity and outlining the steps the campus will take to stop it.

Future action may include a campus web page with resources, setting out the policies and reporting options and offering resources.

Cyberbullying pages should include discussion of what bullying is and isn't, and its delirious effect on the workplace. Include links to latest information and research. It should then outline what individuals should do if they experience, or witness, bullying. |
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<tbody>
<tr>
<td>Metrics/Measurements of Progress on Climate Objectives</td>
<td>Identify plans to measure and assess progress</td>
<td>Initial measurement to be collection of reported cases by employee type, School/College/Department, and result.</td>
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<tr>
<td>Timeline</td>
<td>Provide a brief timeline that outlines the milestones of your climate initiative (these will become the reportable indicators of progress on the Group meeting to discuss goals 2/20. Draft policies and research</td>
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<td>Person/People responsible</td>
<td>List the person(s)/owner(s) responsible for advancing initiative or addressing hot spot</td>
<td>Offices of University Information Technology Services, Equity/Diversity Services, Human Resources. Coordinated by Equity/Diversity Services</td>
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<td>Administrative Oversight</td>
<td>List liaison from Best Place to Work Coordinating Team</td>
<td>Isaac Brooks, Alex Kleppin</td>
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<tr>
<td>Resources Required</td>
<td>Identify resources required for advancing initiative or addressing hot spot</td>
<td>Policy changes will need to be presented to governance groups. It is the Team’s understanding that presentation of BP2W initiatives to campus will be made in the aggregate.</td>
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<td>Campus awareness will need to be raised with distribution of policy(ies) and announcement of website resources, possible training offering. Announcement of policies and resources can be sent to entire campus, possibly on a yearly basis. Should include an annual Open Forum to expose campus to what bullying is and is not, what resources are available,</td>
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and to make it more comfortable for individuals to come forward.

There will be a cost for speakers if the forum(forum) is/are led by national experts. National speakers costs vary from $500 to $10,000.

There should be negligible budget required for adoption and publication of new policy designed in-house.

More major costs will be associated with investigations that will be necessary when there is an allegation of bullying in the workplace. This will be largely a cost in administrative time to investigate and report, and for units to discipline perpetrators. Costs unknown because the volume is unknown.

| UWM Campus: Effects & Areas of Implementation | Identify area(s) of implementation and inception (departments, schools/colleges/divisions, organizations, etc.), and include to what degree the initiatives will have campus-wide effects. | All individuals on campus will be informed about what UWM will do about circumstances of Bullying and Cyberbullying. Policies against bullying and cyberbullying should apply equally to students as to employees, and this should be a consideration for the BP2L initiative. |
| Points of Coordination | Identify area(s) where similar work is being done for purposes of coordination. | UWSA University Personnel System (UPS) project has recommended that all campuses have a Code of Conduct so that all staff: Faculty, Academic Staff and Operational Staff, can be subject to the same behavioral requirements and equitable discipline for violation. Bullying initiatives should be coordinated with Code of Conduct initiatives so that all employee categories will be subject to the potential for discipline. Cyberbullying is likely to be a major topic for BP2L project. |
The University of Wisconsin-Milwaukee (UWM) promotes a working, learning, and social environment where all members of the UWM community, including but not limited to
administrators, faculty, staff, students, and volunteers work together in a mutually respectful, psychologically-healthy environment. UWM strives to foster an environment that reflects courtesy, civility, and respectful communication because such an environment promotes learning, research, and productivity through relationships.

Because a respectful campus environment is a necessary condition for success in aspects of the University’s 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 UWM 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.
- UWM’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 unwanted offensive and malicious behavior which undermines an individual or group through persistently negative verbal abuse. There is typically an element of vindictiveness and the behavior is calculated to threaten, undermine, patronize, humiliate, intimidate, or demean the recipient.

Bullying is not about occasional differences of opinion, conflicts and problems in workplace relationships as these may be part of working life. 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:

4.1 Cyberbullying

Cyberbullying is defined as the use of electronic devices to convey a message in any format (i.e. 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 cause or create a hostile or offensive educational or working environment or unreasonably interfere with the person’s work or school performance or participation.

4.3 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.

4.4 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.

4.5. 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 a faculty member, the Chair of the Department, the Dean of the School or College or to the Office of the Provost. Students may also report acts of bullying to the Office of the Dean of Students, or to an Ombuds. 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 preference, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the Office of Equity/Diversity Services.

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 School or College or to the appropriate Vice Chancellor or Provost. Individuals may also report acts of bullying to the Academic Staff Committee or the Classified Staff Advisory Committee (as Appropriate), or to an Ombuds. 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 preference, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the Office of Equity/Diversity Services.

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 the School or College or to the Provost. Individuals may also report acts of bullying to the University Committee or to an Ombuds. 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 preference, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the Office of Equity/Diversity Services.

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.
October is National Anti-Bullying Awareness Month. In collaboration with several campus partners, Union Sociocultural Programming is developing a variety of programs during the month designed to provide education about and solutions for bullying.

To date, campus partners include the Union Theatre, LGBT Resource Center, Women's Resource Center and Center for Student Involvement. We are also awaiting confirmation from the Division of Student Affairs and the Inclusive Excellence Center.

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<th>Date</th>
<th>Event</th>
<th>Details</th>
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<td>Monday, Oct. 8</td>
<td><em>Bully</em></td>
<td>The powerful documentary film by Lee Hirsch that sparked a national conversation about bullying in the spring of 2012. The film candidly tells the stories of five children who had been bullied – two of whom took their own lives – and urges us all to take a stand against bullying.</td>
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<td>Thursday, Oct. 11</td>
<td>An Evening with Lee Hirsch, Director of “Bully”</td>
<td>Taking us behind the scenes of the film, Hirsch will tackle the issue of bullying and how it affects students, their families, schools and society at large. A former victim of bullying himself, he will also discuss his experiences as a documentary filmmaker hoping to create change through exposure of this critical issue.</td>
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<td>Tuesday, Oct. 23</td>
<td>Step UP! Bystander Intervention Workshop</td>
<td>A professional staff development workshop focused on bystander intervention skills, facilitated by Sue McCarthy (UWM Women’s Resource Center). Likely to be part of the Division of Student Affairs 4th Tuesday Professional Staff Development Workshop series, but open to all faculty and staff.</td>
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<td>Tuesday, Oct. 30</td>
<td>Civility in Action! 7 Keys to Building a Strong Campus</td>
<td>Speaker, singer, educator and author Traciana Graves leads this highly engaging, hands-on workshop that uses song, storytelling and multimedia to bring awareness to the issue of bullying on college campuses. The founder of Project Bully Free Zone, Traciana addresses the critical need to bring civility to life on</td>
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<td><strong>Community</strong></td>
<td>campus on a day-to-day basis and empowers participants to become “Upstanders” who stand up for inclusion and are invested in creating an environment of kindness where all students feel appreciated and respected.</td>
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<td>Union Fireside Lounge, 6-8pm</td>
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<td><strong>TBA</strong></td>
<td>In development. A student-centered workshop that provides practice in bystander intervention skills, developed by Kirstin Leih (Asst. Dir., Center for Student Involvement) and Warren Scherer (Asst. Dir., LGBT Resource Center).</td>
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<td><strong>“ResponsAbility” Workshop</strong></td>
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