Job Place Bullying and Harassment Sub-Committee

April 12, 2013

Present: Kathy Hermes, Carolyn Fallahi, Eva Vrdoljak

Absent/Excused: Susan Gilmore, Meg Levvis, Jacqueline Cobbina-Boivin, Kate McGrath

On the agenda is the following Bullying proposal that we hope to have a vote on Monday.  The sub-committee met today and wanted to keep with the recommendations for a short policy that covered people who were not covered by other policies (e.g., protected class).  The reporting form was cut drastically to keep it short, but we can always work to get that in at a later time.

Proposed Policy Regarding Abusive Conduct in the Workplace

Central Connecticut State University is committed to having a positive working environment for its faculty, administrators and staff. All individuals have the right to enjoy an environment free from forms of conduct that can be considered abusive. In addition, academic freedom can exist only when every person is free to pursue ideas in a non-threatening atmosphere of mutual respect. CCSU is committed to protecting the academic freedom and freedom of expression of all members of the school community and this policy against abusive conduct will be applied in a manner that protects those freedoms.

Abusive conduct is intentional conduct by a state employee in the workplace that is unrelated to the state’s legitimate interest and that a reasonable person would find hostile or offensive considering the severity, nature and frequency of the conduct. Abusive conduct includes, but is not limited to, (A) repeated infliction of verbal abuse such as the use of derogatory remarks, insult and epithets; (B) verbal or physical conduct that is threatening, intimidating or humiliating; or (C) the sabotaging or undermining of a person’s work performance; (D) behavior that exploits an employee’s known psychological or physical vulnerability. For purposes of this policy, “state employee” means all state agency personnel, but does not include contractors, subcontractors, vendors of the state, or food service employees. Abusive conduct in the workplace is distinct from harassment or discrimination based on protected classes as defined by the Connecticut Human Rights and Opportunities Commission.

If an employee comes forward with a complaint, retaliatory actions against the employee are prohibited.

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Proposed reporting language [two options]:

If you think you have been the target of abusive conduct you may report it to Human Resources, the Office of Diversity, or the Ombudsperson, as well as to your union.