Policy Title: Workplace Bullying

APS Number: 5059

APS Functional Area: HUMAN RESOURCES

Date Submitted: March 1, 2019

Proposed Action: New

Brief Description: Prohibits all forms of abusive workplace behavior, including conduct that is threatening, humiliating or intimidating, work sabotage and any related retaliation.

Desired Effective Date: June 1, 2019

Responsible University Officer: Vice President of Administration

Responsible Office: Office of the Vice President of Administration

Policy Contact: Office of the Vice President of Administration

Last Reviewed/Updated: N/A

Applies to: All University Employees

Reason for Policy: To foster a climate that discourages workplace bullying and to communicate to all employees that any incident can be subject to discipline.

I. REASON FOR PROPOSED ACTION

To foster a climate that discourages workplace bullying and to communicate to all employees that any incident can be subject to discipline.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

- Faculty
- Faculty Counsel Personnel and Benefit Committee
- Human Resources
- Legal Counsel

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? Yes
   1. If no, please explain.
   2. If yes, what is your plan to get the legal review? Legal is involved with the drafting.

B. Date legal review completed: March 1, 2019

C. Person completing legal review: Jeremy Hueth

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? No If yes, please explain: