

Current Faculty Handbook:

7.2.2.2 Discrimination and Harassment

The University values and promotes an environment that enables all members of the community to pursue work and study free from discrimination and harassment. At the same time, the university is committed to preserving academic freedom and an environment of free debate and discussion. As employees, faculty are responsible for abiding by the University's Discrimination and Harassment Policy. [link to Policy Library]

7.2.2.3 Harassing Behavior

Criticism and actions can result in harassing behavior when:

- Spoken, written or physical conduct attempts to improperly influence another's academic or personal decisions with the direct or indirect threat of negative consequences if compliance does not occur;
- Spoken, written, or physical conduct is directed against another and is reasonably regarded as either abusive, intimidating, or humiliating, and substantially impairs the academic or work environment of the person against whom it is directed; or
- Spoken, written, or physical conduct intentionally encourages others, acting singly or in a group, to harass others.

Proposed Changes:

7.2.2.3 Bullying (Harassing) Behavior

Criticism and actions can result in bullying when:

- Spoken, written or physical conduct attempts to improperly influence another's academic or personal decisions with the direct or indirect threat of negative consequences if compliance does not occur;
- Spoken, written, or physical conduct is directed against another and is reasonably regarded as either abusive, intimidating, or humiliating, and substantially impairs the academic or work environment of the person against whom it is directed; or
- Spoken, written, or physical conduct intentionally encourages others, acting singly or in a group, to bully others.

Clean Version:

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- Spoken, written, or physical conduct intentionally encourages others, acting singly or in a group, to bully others.