

Central Connecticut State University

UNIVERSITY SENATE ACTION

Senate Motion Number FS 13.14.003R

TO: President Jack Miller

FROM: President of the University Senate

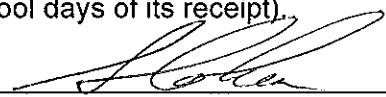
1. The attached resolution of the University Senate, dealing with: **Statement Against Workplace Bullying** is presented to you for your consideration.
2. This resolution was adopted by the University Senate on **10/28/2013**.
3. After considering this resolution, please indicate your action on this form, and return it together with the original copy to the President of the University Senate.
4. Under the By-Laws of the University Senate, Section 3.7, the following schedule of action is to be observed.

a) By **10/30/2013**, Senate action reported to the President of the University. (Within five school days of the session in which they are adopted).

b) By **11/13/2013**, the President of the University to return the resolution to the President of the Senate. (Within ten school days of its receipt).

10/30/2013

Date



Stephen Cohen, President, University Senate

ENDORSEMENT:

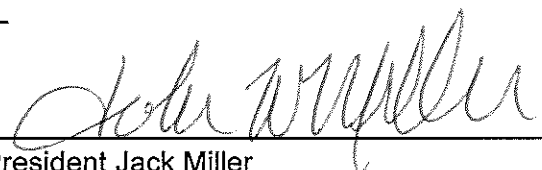
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1. Motion Approved : _____ ✓
2. Motion Disapproved: _____ (Explanatory statement must be appended).
3. Action "is deferred": _____
4. Resolution Noted: _____
5. Other: _____

11/1/2013

Date



President Jack Miller

The Faculty Senate endorses the following statement against workplace bullying:

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, such as bullying, mobbing or harassment.¹ 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.

Abusive conduct is intentional conduct by a state employee or employees 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; (C) the sabotaging or undermining of a person's work performance; or (D) behavior that exploits an employee's known psychological or physical vulnerability. For purposes of this statement, "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.

¹ Workplace bullying is defined as "repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms: Verbal abuse; offensive conduct/behaviors (including nonverbal) which are threatening, humiliating, or intimidating; and/or work interference — sabotage — which prevents work from getting done." Drs. Gary and Ruth Namie, <http://www.workplacebullying.org/individuals/problem/definition>. Mobbing: "In the workplace, a mob consists of ordinary workers who, after deeming an individual worker a threat, collectively attack the perceived enemy...the individual workers harm the target by collective and relentless small jabs. The mob of workers can be understood as an entity in and of itself." Ken Westhues, <http://www.mobbingportal.com>.