

Anti-Bullying Policy

Authority: President

Date Enacted or Revised: Enacted March 24, 2014; Revised October 2015; April 2018; May 2019; July 2021

McNeese State University defines bullying as “engaging in repeated actions which cause another person to experience use of physical force or harassment that is so severe, pervasive, and objectively offensive that it denies the victim resources or opportunities.”

The purpose of this policy is to communicate to all supervisors, employees, and students, that McNeese State University prohibits bullying behavior. Should it be determined that there is a violation of this policy, the individual in question faces possible disciplinary action. The range of consequences range from a letter of reprimand up to and including termination. Students found in violation of this policy will be subject to the procedures established under the [Code of Student Conduct and Academic Integrity](#).

Bullying may be intentional or unintentional. However, it must be noted that where an allegation of bullying is made, the intent of the bully is irrelevant and will not be given consideration when appropriate disciplinary action is needed. As in sexual harassment, behavior upon the individual-especially the establishment of fear that a reasonable person would experience-which is the focus. McNeese State University considers the following types of behavior examples of bullying when they are part of a pattern of conduct as set forth above:

- **Verbal Bullying:** slandering, ridiculing, or maligning a person or his/her family; persistent name calling which is hurtful, insulting, or humiliating; the butt of jokes; remarks that would be viewed by others in the community as abusive and offensive; persistently interrupting or preventing another person’s legitimate attempts to speak; use of nicknames after being warned that the nickname is considered offensive; constant criticism on matters unrelated to a person’s job performance or description or on matters that cannot be documented.
- **Physical Bullying:** pushing; shoving; kicking; poking; tripping; assault, or threat of physical assault; damage to a person’s vehicle or property.
- **Gesture Bullying:** non-verbal threatening gestures such as, but not limited to, the following: approaching another person with a hostile or other fighting gestures which could reasonably be interpreted as threatening; brandishing a weapon; making gestures that are intimidating, amorous or sexual in nature.
- **Social Bullying (which may include cyberbullying):** engaging in verbal bullying via mail, email, text message, phone, or voice mail; spreading malicious rumors or gossip about another person in a manner designed to cause that person to fail to perform his or her legitimate functions; inflicting mental or physical harm with the employee’s normal responsibilities.

Concern, Grievance, or Complaint