

TO: Craig Parks, Chair of Senate

FROM: Judith McDonald, Chair of the Faculty Affairs Committee



SUBJECT: Proposed changes to the Faculty Manual

The Faculty Affairs Committee has the following suggested change to the Faculty Manual:

It is my understanding that HR is putting together a committee to edit the “Workplace Violence and Bullying Policy” of the BPPM. In support of this initiative we suggest moving forward with making the following update in the Faculty Manual Section II F. DISCIPLINARY PROCESS/PROCEDURES, Part 3. Faculty Conduct Subject to University Discipline:

a) Bullet 8) on page 20 reads:

“Retaliation against any individual for engaging in protected activity, including but not limited to, filing a good faith complaint of discrimination, harassment or misconduct against another. Retaliation is defined as taking adverse employment action against another.”

Replace bullet 8) with:

“Retaliation against any individual for engaging in protected activity, including but not limited to, filing a good faith complaint of discrimination, harassment, misconduct, workplace violence or bullying. This includes, but not limited to, creating a hostile work environment or taking adverse employment action against another. Such acts form independent grounds for taking appropriate formal or informal discipline.”

b) Bullet 19) on page 21 reads:

“Detention or physical abuse of any person or conduct which threatens imminent bodily harm or endangers the health or safety of any person on any property owned or controlled by the University, or in connection with approved University functions.”

Replace bullet 19) with:

“Violation of the University policy prohibiting Work Place Violence and Bullying as outlined in the Business Policies and Procedures Manual Section 50.30.1”