

PROHIBITION OF BULLYING IN THE WORKPLACE

The Evansville Community School District is committed to providing a safe, secure and respectful working environment for all employees in school buildings and on school grounds, on school buses and at school-sponsored activities. The District consistently and vigorously addresses bullying so that there is no disruption to the working environment.

Definition

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance, and is repeated, or has the potential to be repeated, over time. An imbalance of power is when a employee uses their power such a position of authority or physical strength to control or harm others. Power imbalances can change over time and in different situations even if they involve the same people. Repetition is when bullying behaviors happen more than once or have the potential to happen more than once.

Bullying behavior can be:

- Verbal – slandering, ridiculing or being malicious to a person. Persistent name calling, using a person as the focal point of jokes, offensive comments/remarks.
- Social – Physically or socially excluding a person in work related activities.
- Physical – pushing, poking, tripping, assaulting or the threat of physical assault and damage to a person’s property or work area.
- Nonverbal – gestures or nonverbal threats such as glances that convey threatening messages
- Electronic – text, image, audio, video, social media or email

Bullying behavior is prohibited in all work areas, buildings, property and educational environments, including any property or vehicle owned, leased or used by the school district or through district resources such as the computer network.

If such conduct is based on or motivated by another person’s protected status, the conduct must be investigated and dealt with under Board Policy 512, Employee Harassment.

Legal References: Title IX of the Education Amendment of 1972

Title IX regulations, 34 C.F.R. Part 106

Title VII of the Civil Rights Act of 1964

Wis. Stat. §§ 111.31-111.395

Local Ref: Policy #363.2/554 – Acceptable Use and Internet Safety Policy for Students, Staff and Guests

Policy #511.12 – Title IX Prohibition of Sexual Harassment Against Employees

Policy #512 – Employee Harassment

Policy #512/513 Form – Employee Harassment/Bullying Form