

CAL POLY HUMBOLDT
University Senate

**Sense of the Senate Resolution Calling on our University Community to Combat
Bullying**

32-21/22-FAC – April 26, 2022

WHEREAS: Cal Poly Humboldt is committed to nurturing a [welcoming and collaborative community](#), the [dignity of all, and in equitable treatment, opportunities, and outcomes for all](#);

WHEREAS: The Cal Poly Humboldt University Senate endorses the California State University's call in AS-3246-16 which "urges CSU campus senates and administration to develop and implement strategies to redress, remedy, and mediate workplace bullying;"¹ and

WHEREAS: The Cal Poly Humboldt University Senate defines Workplace Bullying as unwanted, repeated, intentional behavior characterized by verbal, written, social, or physical acts, conduct that is threatening, humiliating, intimidating, or acts of sabotage that interfere with work processes and/or work flow or unfairly increase another's workload, consequently creating emotional distress, harm, a hostile, offensive and toxic learning or workplace. Bullying can occur in person as well as online in email, web conferences, and other digital formats. Bullying can also include the repeated use of microaggressions that target aspects of identity including sexuality, gender, race, ethnicity, caste, professional position, nation of origin, ability status, or other aspects of one's lived experiences not necessarily explicitly related to a legally protected status (as with Title IX and Article 16 of the collective bargaining agreement). Bullying often takes place in contexts where there is an imbalance of power or privilege; now therefore be it

RESOLVED: The Cal Poly Humboldt University Senate recognizes that "Workplace bullying often involves an abuse or misuse of power. Bullying behavior creates feelings of defenselessness and injustice, and undermines an individual's dignity and right to work.";² and

RESOLVED: The Cal Poly University Senate recognizes workplace harassment has a tangible effect on the emotional well-being, job performance and physical health of those targeted; and

RESOLVED: The University Senate calls on the President to create a task force to further define and combat bullying at Cal Poly Humboldt through awareness, education, prevention,

¹ University Senate CSU Plenary – March 3-4, 2016 (2016). *Preventing Workplace Bullying Within the CSU Community AS-3246-16/EX* (Rev). Available at: https://www.calstate.edu/csu-system/faculty-staff/academic-senate/resolutionsummaries/January_2016_Resolution_Summary.pdf

² Merchant, Elizabeth (2017). *What is Bullying?* University of Oregon Ombuds Program. Available at: <https://ombuds.uoregon.edu/what-bullying>.

intervention, accountability, reporting structures, and to make evidence based recommendations to the Senate and President. Membership to include administrators, union representatives, faculty, staff and students.

RATIONALE: *There is widespread recognition that behaviors associated with bullying are not conducive to well-being, health, and productivity. Existing CSU and campus policy does not address this behavior, and those who experience bullying require stronger protections, including recognition of bullying as a form of mistreatment, campus guidelines to discourage this behavior, mechanisms for complaint, and adequate protections when bullying is reported.*

The CSU recognizes by contract “the importance of procedures and policies for the protection of health and safety of employees and shall endeavor to maintain such conditions conducive to the health and safety of the employees” (Bargaining Agreement: Unit 2, 5, 7 and 9, Article 23),³ and further recognizes “the importance of procedures for the protection of health and safety of faculty unit employees” and “shall endeavor to maintain conditions that are conducive to the health and safety of the employees” (CSU/CFA Collective Bargaining Agreement, Article 37)⁴

The formation of a Presidential Task Force will demonstrate that the campus acknowledges the harms of bullying and is committed to taking positive steps towards prevention of bullying consistent with the principles of academic freedom, due process, and free expression that we embrace as members of the Cal Poly Humboldt community.

³ California State University Employees Union (2020). Bargaining Agreement: Unit 2, 5, 7 and 9. Available at: <https://www.calstate.edu/csu-system/faculty-staff/labor-and-employee-relations/Pages/unit2-5-7-9-csueu.aspx>

⁴ Ibid.