

DUTCHESS

COMMUNITY COLLEGE

Policy on Anti-Bullying

Dutchess Community College is committed to maintaining an educational and work environment in which every member of the college community conducts himself/herself in a manner that demonstrates proper regard for the rights and welfare of others. Everyone, including students, employees, and visitors are entitled to be treated with respect and dignity.

Bullying is defined as the aggressive and hostile acts of an individual or group of individuals that are intended to humiliate, mentally or physically injure or intimidate, and/or control another individual or groups of individuals.

Such aggressive and hostile acts can occur as a single, severe incident or repeated incidents, and may manifest in the following forms:

- Physical bullying includes pushing, shoving, kicking, poking, and/or tripping another; assaulting or threatening a physical assault; damaging a person's work area or personal property; and/or damaging or destroying a person's work product.
- Verbal/written bullying includes ridiculing, insulting or maligning a person, either verbally or in writing; addressing abusive, threatening, derogatory or offensive remarks to a person; and/or attempting to exploit an individual's known intellectual or physical vulnerabilities.
- Non-verbal bullying includes directing threatening gestures toward a person or invading personal space after being asked to move or step away.
- Cyberbullying is defined as bullying an individual using any current or future electronic form, including, but not limited to, the Internet, email, social media, interactive and digital technologies, or mobile phones.
- Racist bullying is defined as racial taunts, graffiti or gestures, or refusal to work with another because they are of a different culture, color, ethnicity, nationality or race.
- Sexual bullying is defined as unwanted physical contact or sexually abusive comments.
- Homophobic (gender and sexual orientation) bullying is defined as bullying usually aimed at gay, lesbian, bisexual and transgender people, or those perceived to be; or those with gay, lesbian, bisexual or transgender relatives/friends; the use of generic insults related to gender and/or sexual orientation.
- Stalking is defined as continued unwanted attention through personal contact (directly with you or through your friends and family), telephone calls, letters, emails, text messages, internet chat rooms.

Bullying of any kind is strictly prohibited whether or not it occurs on campus, or at a college-controlled property; at any college function, event or activity.

Violation of this policy by an employee will result in disciplinary action consistent with applicable laws and/or collective bargaining agreements.

Approved by Board of Trustees Resolution #2019-34, dated March 26, 2019