

## **MONROE COUNTY COMMUNITY COLLEGE**

### **Anti-Bullying Policy**

Policy Type: District

Policy Title: Anti-Bullying Policy

Whom Does This Policy Affect: All Staff, Visitors, and Students

Purpose: The purpose of this policy is to provide employees with an anti-bullying policy, a mechanism for reporting/early intervention, and prompt resolution of bullying conduct.

#### Policy Statement

It is the policy of the College that bullying behavior by or against any member of the College community, whether student, employee, or guest, will not be tolerated. If inappropriate bullying behavior is found to have occurred, prompt remedial action will be taken. Any employee found to have engaged in prohibited bullying or retaliatory behavior is subject to immediate discipline up to and including termination, and any student found to have engaged in prohibited bullying or retaliatory behavior is subject to immediate discipline, up to and including expulsion.

While each circumstance is different, bullying is inappropriate, unwelcome behavior (which can be through verbal or other communication or physical contact) that targets an individual or group because of a characteristic of the individual or group, whether protected by anti-discrimination laws or not. Prohibited bullying may be the result of repeated behavior or, if sufficiently severe, a single incident; can be direct or indirect, and can be effectuated through verbal, physical, electronic or other means.

Conduct constitutes prohibited bullying when a reasonable person would find the conduct sufficiently severe, based on its nature and frequency, and creates an environment that is hostile or intimidating and unreasonably interferes with the work, educational, or college opportunity, or is intended to cause or is reasonably foreseeable to cause physical, emotional, or psychological harm.

Any individual who feels he/she has been the victim of prohibited bullying, or who witnesses any incident of bullying, should promptly report it. The College will investigate any allegation of bullying.

No individual will be disciplined or retaliated against for making a good-faith complaint regarding bullying.

#### Cross references:

- 1.63 Title IX policy
- 1.65 (a) Illegal Discrimination Procedures
- 1.65 (b) Discrimination Harassment Complaint Form
- 1.65 Illegal Discrimination and Harassment Policy
- 1.74 Standards of Conduct and Civility
- 6.46 MCCC Code of Ethics
- 3.10 Student Code of Conduct and Due Process With Regard to Discipline Other Than Academic