

## **RESOLUTION CONDEMNING BULLYING, HARASSMENT, AND INTIMIDATION**

**Whereas** "Wright State University promotes the acceptance and appreciation of every individual regardless of race, gender, age, ethnicity, ability or disability, sexual orientation, socioeconomic status, religious affiliation, or national origin.<sup>1</sup>"

**Whereas** Wright State University's Notice of Non-Discrimination states, " WSU does not discriminate on the basis of race, color, religion, age, national origin, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information in employment, admission, treatment, or access to its programs or activities. WSU adheres to all applicable state and federal equal opportunity/affirmative action statutes and regulations."<sup>2</sup>

**Whereas**, The educational mission of the university can only flourish in a collegial atmosphere of mutual respect, tolerance, and open communication;

**Whereas**, The Bullying Prevention Policy in the WSU Staff Handbook states, "Wright State University is committed to providing a community where students, faculty, staff, and guests are safe from bullying behaviors"<sup>3</sup>;

**Whereas**, The Bullying Prevention Policy also states, "The University will not tolerate behaviors that would cause a reasonable person substantial emotional distress and undermine his or her ability to work, study, or participate in the activities of the University"<sup>4</sup>;

**Whereas**, "Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership."<sup>5</sup>

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<sup>1</sup> Wright State University. (2019, March 18). Mission, Vision, and Values. Retrieved from: <https://www.wright.edu/about/mission-vision-and-values>

<sup>2</sup> Wright State University. (2019, March 18). Office of Equity and Inclusion. Retrieved from: <https://www.wright.edu/equity-and-inclusion/title-ix-gender-based-violence>

<sup>3,4</sup> <https://www.wright.edu/human-resources/policies-and-resources/staff-handbook/policies-and-procedures>

<sup>5</sup> UCLA Faculty and Diversity Development. (2019, March 18). Diversity in the Classroom. Retrieved from: <https://equity.ucla.edu/wp-content/uploads/2016/06/DiversityintheClassroom2014Web.pdf>

**Whereas**, Political minorities have been defined as “groups that are subjected to social, political, and economic discrimination in society” and more narrowly as groups that have “been subjected historically to legally different standards.”<sup>6</sup>

**Whereas**, Wright State Policy 1220.2 (Professional Responsibilities) states, “As teachers, faculty members shall . . . demonstrate respect for students as individuals and . . . shall avoid any exploitation, harassment or discriminatory treatment of students” and that “As colleagues, faculty members . . . shall not discriminate against or harass colleagues”<sup>7</sup>;

**Whereas**, The Academic Freedom and Professional Responsibilities article of the AAUP-WSU Contract, following the Wright Way policy, states that faculty “shall avoid any exploitation, harassment, or discriminatory treatment of students” (§5.2.2); and that faculty “shall not discriminate against or harass colleagues” (§5.2.3)<sup>8</sup>;

**Whereas**, Wright State Policy 3720.5 (Student Code of Conduct) states, “all hostile, threatening, or intimidating behavior . . . is contradictory to the University’s mission and therefore not acceptable”<sup>9</sup>; now, therefore, be it

**Resolved**, That the Faculty Senate of Wright State University condemns all forms of bullying, harassment, intimidation, or microaggression against members of our community or visitors in words, actions, and/or electronic communications by anyone occupying any position or office in our community; and let it further be

**Resolved**, That when bullying is experienced or observed, the Faculty Senate of Wright State University encourages targets and bystanders to report such behavior (administrators, faculty, and staff should report to their supervisor or manager, labor relations representative, and/or Human Resources representative; students should report to the Office of Community Standards and Student Conduct, the Chair of their department, and/ or the Dean of their college); and let it further be

**Resolved**, That the Faculty Senate of Wright State University encourages all members of the campus community to work together to foster a climate that respects the rights and dignity of all students, staff, faculty, and administrators within our community.

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<sup>6</sup> Kittilson, Miki and Katherine Tate. (2004, March 01). Political Parties, Minorities and Elected Office: Comparing Opportunities for Inclusion in the U.S. and Britain. Retrieved from: <https://escholarship.org/uc/item/9j40k1m0>.

<sup>7</sup> <https://policy.wright.edu/policy/1220-academic-freedom-and-professional-responsibilities>

<sup>8</sup> <https://policy.wright.edu/sites/policy.wright.edu/files/uploads/2016/FINAL-2014-2017-TET-CBA-9-3-2014.pdf> (page 9)

<sup>9</sup> <https://policy.wright.edu/policy/3720-code-student-conduct>