

Faculty Council Discussion Topic: Bullying Policy

Faculty Council Committee on Responsibility and Standing of Academic Faculty (CoRSAF), 2017 May 2

Dan Turk (Business, CoRSAF chair), Tim Amidon (Liberal Arts), Richard Eykholt (Natural Sciences), Michael Gavin (Natural Resources), Marie Legare (Veterinary Medicine & Biomedical Sciences), Jennifer Martin (Agriculture), Linda Meyer (Libraries), Mary Nobe (Health & Human Sciences), Christian Puttlitz (Engineering)



Colorado State University

Outline

- Introduction – Timeline & Activities
- Changes Proposed by Working Group to Current Policy
- Changes Proposed by CoRSAF to Working Group's Proposed Policy
- Specific Issues Identified by FC Exec
- CoRSAF's Recommendations
- Discussion

Introduction – Timeline & Activities

- Oct 2015 – Initial Bullying Policy put in place.
- ... CSU Employees have been impacted by the Bullying Policy.
- Fall 2016 / Spring 2017 – CSU Working Group created and proposed revisions made.
- Feb 28, 2017 – CoRSAF received documents from the Chair of Faculty Council related to the Working Group's proposed revisions of the Bullying Policy.
- Mar 7, 21, and Apr 4, 13, and 14, 2017 – CoRSAF discussed and voted on additional recommended changes to the Bullying Policy.
- Apr 14, 2017 – CoRSAF sent proposed revisions back to Chair of Faculty Council.
- Apr 18, 2017 – Chair of CoRSAF presented CoRSAF's recommendations to Faculty Council Executive Committee.
- May 2, 2017 – Discussion Topic at Faculty Council.

Changes Proposed by Working Group to Current Policy (As summarized by the Working Group)

- The need for a written complaint with specific allegations.
- The need for a reasonable time limit for making a complaint.
- The need for a reasonable limit for how far back in time a complaint should cover.
- A reasonable timeline for investigations of complaints, with a clearly defined process for extending such timelines when necessary and appropriate.
- A requirement that a final report be prepared.
- The creation of an appeals process.
- The ability for unsupported claims to be dismissed without a full investigation.
- The creation of an informal process prior to a formal investigation when appropriate.
- A process for dealing with conflicts of interest involving the supervisor.
- Guidance for the person performing the investigation of the complaint.
- More guidance regarding what does and does not constitute bullying.

Changes Proposed by CoRSAF to Working Group's Proposed Policy

- Focus more on resolution, rather than on punishment, of alleged bullying.
- Clearly define bullying with concrete parameters.
- Clearly recognize that some medical conditions and/or disabilities may lead to behavior that could be thought of as bullying, but in fact would not be.
- Ensure consistency in handling bullying cases across the University.
- Allow only the alleged target of bullying to bring formal charges.
- Put responsibility in the hands of the alleged bully to change their behavior.
- Provide a way for alleged bullies to attempt to “restore their name” if the allegations are not substantiated.

Specific Issues Identified by FC Exec

- The use of the word “intent” in the definition of bullying.
 - vs using the “reasonable person” definition.
- The use of the phrases “alleged bully” and “target of alleged bullying” throughout the documents.
 - vs “respondent” and “complainant”

CoRSAF's Recommendations

- Make the changes proposed above.
- Share CoRSAF's recommendations with the full Faculty Council, for broader feedback, and then send it back to the Working Group.
- If the policy is revised largely in the manner that CoRSAF has proposed, then the Policy and Guidelines & Procedures documents should become an appendix to the Faculty Manual.

Discussion

Thank you



Colorado State University

