

Workplace Bullying

The College's Ethical Conduct policy states, "Each employee is responsible for: personal and professional integrity, respect for persons, accountability, fairness and sound judgment, and mutual respect for diversity." An employee who engages in workplace bullying is not adhering to this policy.

Workplace bullying is:

Behavior that typically occurs on a regular basis with the intent to intimidate, including the following:

- Intentional interference with work product/flow
- Aggressive communication such as the raising of voice or yelling
- Non-Violent Work Related Threats-threatening to take unwarranted action as a consequence to a behavior or action
- Behavior that belittles, degrades, manipulates, or humiliates
- Assault--the threat or use of physical abuse (Contact Department of Public Safety)
- Violation of College regulations relating to fair employment practices, including but not limited to, regulations prohibiting discrimination or harassment because of race, color, religion, sex, national origin, disability, or other legally impermissible behavior. (Contact Equal Employment Office)

Workplace bullying is not:

Supervisors managing their area in a manner that is in line with College policies and goals
Supervisors requesting that employees adhere to policy, procedures, and guidelines
Supervisors delegating appropriate tasks/assignments through the proper chain-of-command
Supervisors holding employees accountable for meeting the expectations of their jobs
Supervisors/coworkers delivering developmental, critical, performance-related feedback
Supervisors communicating the potential outcomes of an employee's failure to meet expectations
The occasional disagreement or conflict over workplace concerns
Differences in management/work style
Communication challenges created by personality differences
Professional disagreements over work processes

Please contact Employee Relations at (801)957-4212 if you have questions about workplace bullying.