Resolution Number: RF15-337
November, 2015

Whereas:
The Academic Senate of San Francisco State University respects the rights and dignity of all faculty, staff, students, and visitors within our campus community; and

Whereas:
The Academic Senate of San Francisco State University acknowledges that according to the 2014 Workplace Bullying Institute (WBI) U.S. Workplace Bullying Survey found that 27% of Americans have suffered abusive conduct at work and 21% have witnessed abusive conduct; and

Whereas:
The Academic Senate of San Francisco State University concludes that bullying can reduce productivity and morale, lead to higher absenteeism and dropout rates, is unethical and antithetical to the university mission, and may limit the success of faculty, staff, and students; therefore be it?

Resolved:
That the Academic Senate of San Francisco State University is committed to creating and maintaining a collegial learning environment that respects the dignity and rights of faculty, staff, and students; and be it further

**Resolved:**
That the Academic Senate of San Francisco State University is committed to ensuring that members of the campus community work in an equitable environment that expects all to assume accountability for non-collegial behavior; and be it further

**Resolved:**
That when bullying is experienced or observed, the Academic Senate of San Francisco State University encourages targets and bystanders to report such behavior. Faculty and staff should report to their supervisor or manager, labor relations representative, the AVP of Human Resources, or SFSU'S Resource Advocate, and students should report to the Dean of Students.