Resolution Number: RS18-374
May, 2018

[1] San Francisco State University Student Code of Conduct
[1] Recognizing Bullying
[1] California Assembly Bill 2053
[1] Principles of Conduct for a Multi-Cultural University Practice Directive P530D
[1] 2017 WBI U.S. Workplace Bullying Survey June 2017
[1] San Francisco State University Anti-Bullying Work Group April 2018 Draft

Whereas:
RATIONALE: We believe it is important for us to re-affirm the inherent rights and well-being of all members of our campus community, therefore we have updated the ?In Support of Anti-Bullying? resolution to the ?In Support of Anti-Abusive Conduct/Bullying? resolution to reflect the diverse constituencies on campus.

Whereas:
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 all faculty, staff, students, and visitors within our campus community; and

Whereas:
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

Whereas:
The San Francisco State University Student Code of Conduct states, ?The University is committed to maintaining a safe and healthy living and learning environment for students, faculty, and staff. Each member of the campus community should choose behaviors that contribute toward this end.? ;and

Whereas:
Dr. Dan Olweus, a research professor of psychology (a pioneer researcher in the field of bullying prevention), states that ?a person is bullied when he or she is exposed,
repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself; and

Whereas: California law (Assembly Bill 2053) defines abusive conduct as behavior that a reasonable person would find hostile, offensive and unrelated to an employer’s legitimate business interests and may include repeated infliction of verbal abuse such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person’s work performance; and

Whereas: In May 1990, the San Francisco State University Commission on Human Relations: Racism and Other Forms of Discrimination in its Principles of Conduct for a Multi-Cultural University Practice Directive P530D recommended, “Behaviors which are intolerant, insensitive or discriminatory are deemed unacceptable. As such, they shall be addressed openly, promptly and constructively by the University, its administrators, faculty, staff and students;” and Workplace Bullying Institute (WBI) U.S. Workplace Bullying Survey [19% of Americans have suffered abusive conduct at work, 19% have witnessed abusive conduct, and 61% are aware of abusive conduct in the workplace; ] and

Whereas: The Academic Senate of San Francisco State University acknowledges that according to a study done on 337 college students, half of students reported seeing a professor or instructor bullying a student and 18% reported being bullied themselves by professors and instructors; and

Whereas: Unequal power relations permeate daily operations on a university campus, affecting individuals regardless of their position, but especially students who are dependent on university faculty, staff, and administration for completion of degrees, guidance, and career development; and

Whereas: San Francisco State University is a culturally diverse campus, and prides itself on promoting equity and social justice, a mission that requires fostering a campus climate of understanding and respect; and

Whereas: Micro-aggressions that target individuals because of their identities specifically impedes the fostering of understanding and mutual respect that is expected of all members in the CSU community; and

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

**Resolved:**
That all members of the campus community who are in positions of power relative to other university members (i.e. faculty & administrators over students, higher ranked faculty over lower ranked faculty, administrators over faculty, etc.) work to mitigate the effects of unequal power relations on shared governance, proactively create a climate that communicates respect for the ideas and opinions of those they are ranked above and refrain from engaging in abusive conduct with students, faculty and staff; 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, and/or Employee Ombudsperson, and students should report to the Dean of Students; and be it further

**Resolved:**
That micro-aggressions be considered abusive conduct/bullying; and be it further

**Resolved:**
That the Academic Senate of San Francisco State University will create an anti-abusive conduct/bullying policy in conjunction with the Anti-Bullying Workgroup that outlines specific acts of abusive conduct/bullying that will not be tolerated, and the specific steps that will be taken when abusive conduct/bullying is reported by any member of the campus community; and be it further

**Resolved:**
That this policy will also address the unique situation of students being bullied by faculty, staff, and administrators; and be it further

**Resolved:**
That this policy will further provide consequences for any individual who retaliates against an individual or group of individuals because they have, in good faith, filed a grievance and participated in reporting abusive conduct/bullying behavior; and be it further

**Resolved:**
That the Anti-Bullying Workgroup be supported and commended for their efforts to establish a campus wide policy to address this issue; and be it further
Resolved:
The Academic Senate encourages the establishment of an autonomous Student Ombudsperson, that exists on other university campuses, such as San José State University; and be it further

Resolved:
That this resolution will be shared with the San Francisco State University Anti-Bullying Workgroup, Associated Students, Human Resources, the Office of the Dean of Students, and the university council, and the President’s Office.