



UNIVERSITY POLICY

STUDENT LIFE POLICIES

Number: 708

Subject: Bullying Policy

Covered Individuals: All Students (Including Secondary School), Faculty, and Staff

Covered Locations: Fayette Campus, U.S. Centers, Online, Self-Paced, Secondary Schools

Effective Date: February 17, 2021

Date of Latest Revision:

PURPOSE

Upper Iowa University (UIU or University), Louisiana secondary schools to which UIU is providing courses, as well as any other secondary schools to which the University is providing courses, are committed to providing a safe and healthy school/university environment for their students. The University and the secondary schools to which it provides classes have an obligation to promote mutual respect, tolerance, and acceptance among students, staff, and faculty. UIU's staff will cooperate/collaborate with district and/or civil officials in any documentation, reporting, disciplinary action, etc. associated with alleged misconduct, including bullying and cyberbullying, by a student enrolled in a UIU course.

DEFINITION

Bullying is defined as conduct of any sort directed at another that is severe, pervasive, or persistent, and is of a nature that would cause a reasonable person substantial emotional distress. Such behavior includes, but is not limited to, direct physical contact, abusive expression directed at another person that is outside the range of commonly accepted expressions of disagreement or criticism, the use of electronic methods (cyberbullying) to do the same, sabotage of another person's work, abuse of authority, and social isolation and/or manipulation.

POLICY

Bullying is prohibited and will not be tolerated. All suspected bullying should be reported. UIU students who believe they have been subjected to bullying behavior should contact the Assistant Vice President for Student Life or designee. Secondary school students enrolled in UIU classes in the same situation should report incidents of bullying to their school principal or designee. UIU employees who believe they have been bullied should report to the Vice President for Human Resources or designee. All students and/or employees who witness bullying, harassment, or intimidation need to report such incidents to the same person/office as specified above.

Reports of bullying will be dealt with by following the rules applicable to the person to whom the bullying is reported to have occurred. UIU students' cases will be handled by Student Life under the Code of Student Conduct. Cases involving secondary students enrolled in UIU classes will be dealt with according to the rules of their secondary school and/or school district. Cases involving University employees will be handled by Human Resources according to the Staff and Administration Handbook or Employee Handbook. If it is alleged that the bullying involved discrimination, harassment, and/or retaliation, then the process for handling cases involving University students or employees should be handled under that University policy.

In terms of policy relating specifically to secondary school students involved in reports of bullying, if the complainant student or parent of the student feel that appropriate resolution of the investigation or complaint has not been reached after consulting the school principal, the student or the parent of the student may contact the local superintendent or designee. Retaliatory behavior against any complainant or any participant in the complaint process is prohibited. Staff are expected to immediately intervene when they see a bullying incident occur or upon receipt of any report of bullying.

RULES, PROCEDURES, GUIDELINES, FORMS, AND OTHER RELATED RESOURCES

- [UIU Discrimination, Harassment, and Retaliation Policy](#)
- [UIU Student Handbook](#)

CONTACTS

For cases in which the complainant is a University student, the Assistant Vice President for Student Life

For cases in which the complainant is a secondary student enrolled in a University course, the applicable school Principal

For cases in which the complainant is a University employee, the Vice President for Human Resources

SANCTIONS

Sanctions will be determined by the rules and procedures applicable to each case.

HISTORY

February 8, 2021 – Policy recommended to President's Council (PC) by University Policy Committee (UPC)

February 17, 2021 – Policy recommended by PC, approved by President Duffy