

**Recognizing and Responding to Bullying and Abrasive Behavior  
Faculty Bag Lunch – Tuesday, February 19, 2019**

**UNIVERSITY OF CALIFORNIA POLICIES AND GUIDANCE  
RELATED TO BULLYING AND ABUSIVE BEHAVIOR**

**Guidance from the President Regarding Staff Abusive Conduct and Bullying (July 26, 2016)**

Bullying is a pattern of repeated behavior that a reasonable person would find hostile, offensive, and unrelated to the University's legitimate business interests.

Bullying behavior may take many forms including physical, verbal, or written acts or behaviors.

Workplace bullying often involves an abuse or misuse of power.

A single physical, verbal, or written act or behavior generally will not constitute bullying unless especially severe and egregious.

**APM 015: Faculty Code of Conduct**

Forcible detention, threats of physical harm to, or harassment of another member of the University community, that interferes with that person's performance of University activities. (II.C.4)

Serious violation of University policies governing the professional conduct of faculty, including but not limited to policies applying to research, outside professional activities, conflicts of commitment, clinical practices, violence in the workplace, and whistleblower protections. (II.C.7)

**APM 245, Appendix A: Duties of Department Chairs**

"...in charge of planning the programs of the department in teaching, research, and other functions.....maintain a climate that is hospitable to creativity, diversity, and innovation."

"...should be receptive to questions, complaints, and suggestions from members of the department, both faculty and staff personnel, and from students, and should take appropriate action on them."

"...expected to seek the advice of faculty colleagues in a systematic way, and to provide for the conduct of department affairs in an orderly fashion through department meetings and the appointment of appropriate committees."

### **PPM 390-30: Disruptive Behavior in the Workplace**

The University is committed to providing and maintaining a safe and secure environment free from all forms of violence or disruptive behavior. (III.)

The University shall respond promptly and effectively to address reported disruptive behavior. (III.A.)

The University shall develop programs to prevent disruptive behavior from occurring and provide resources to individuals affected by disruptive behaviors. (III.B.)

Employees or students found to have engaged in disruptive behavior may be subject to discipline for misconduct or corrective action for performance deficiencies pursuant to separate policies (see VII, below). (I.)

### **UCDHS (Hospital Policies and Procedures, Policy ID: 1616)**

UCDHS will not ignore, condone or tolerate disruptive, threatening, violent, or hate incidents by or against any member of the University community or by any patient or visitor or against any member of the University community or by any patient or visitor. Any individual may be removed and/or prevented from returning to the UCDHS premises for disruptive, threatening, intimidating, violent and/or hate incidents.

### **UCDHS (Hospital Policies and Procedures, Policy ID: 1649)**

University of California, Davis Medical Center's (UCDMC) policy for identifying, preventing and addressing prohibited behavior in the workplace, including acts of incivility, abusive conduct, bullying and other inappropriate behaviors. This policy reflects UCDMC's commitment to promote and maintain a healthy working, learning and social environment where every individual is treated with civility and respect.

### **Policies Applying to Campus Activities, Organizations and Students (PACAOS)**

Physical abuse including but not limited to physical assault; threats of violence; or other conduct that threatens the health or safety of any person. (102.09)

Harassment, defined as conduct that is so severe and/or pervasive, and objectively offensive, and that so substantially impairs a person's access to University programs or activities that the person is effectively denied equal access to the University's resources and opportunities.

Harassment includes, but is not limited to, conduct that is motivated on the basis of a person's race, color, national or ethnic origin, citizenship, sex, religion, age, sexual orientation, gender identity, pregnancy, marital status, ancestry, service in the uniformed services, physical or mental disability,

medical condition, or perceived membership in any of these classifications. Pursuant to section 104.90, sanctions may be enhanced for conduct motivated on the basis of the above classification. (102. 10)