

UWG PROCEDURE NUMBER: 3.8.2 Bullying Involving Students

Authority: UWG POLICY: 3.8 (Student Conduct and Discipline)

The University of West Georgia embraces diversity and inclusion, recognizing the valuable contributions of each of our faculty, staff, and students. Our individual differences lend us a collective strength that also serves as an expression of our values and beliefs. We value every member of our community not in spite of but because of our differences in age, color, creed, education, ethnicity, gender expression, national origin, physical and cognitive ability, race, sex, sexual orientation, socioeconomic class, and veteran status.

The Dean of Students, pursuant to the authority of UWG Policy 3.8, establishes the following Procedure on Bullying Involving Students:

A. Definitions

1. **Bullying** - the intentional use of words (written or spoken), or a physical act, that a reasonable person would perceive as being intended to threaten, harass, or intimidate, if the words or actions:
 - a. Cause a person to experience substantial or **Visible Physical Harm**;
 - b. Substantially interfere with a person's education or ability to work; or
 - c. Are so severe, persistent, or pervasive that they create a **Harassing and Intimidating** learning or work environment.

A student may be charged under this Procedure for **Bullying** if the conduct is directed at an employee or student.

2. **Cyberbullying** - through the use of an **Electronic Communication Device** or other means, a person contacts a person without consent or places a person under surveillance, including electronic surveillance, *for the express purpose of Harassing and Intimidating the person*. This Procedure is not intended to replace or preclude the application of any portion of Georgia's Criminal Code as it relates to electronic communications.

A student may be charged under this Procedure for **Cyberbullying** if the conduct is directed at an employee or student.

3. **Electronic Communication Device** - phone, text message, instant message, email, social networking site posting, or other similar means.
4. **Harassing and Intimidating** - knowing and willful course of conduct directed at a person that:
 - a. establishes a pattern of behavior that serves no legitimate purpose, and
 - b. causes emotional distress by placing the person in reasonable fear for his or her own safety or the safety of an immediate family member.

A student may be charged under this Procedure for **Harassing and Intimidating** if the conduct is directed at an employee or student.

5. **Harassment** – for the purposes of this Procedure, a threat of harm, whether physical, verbal, oral or written, which is beyond the bounds of protected speech, directed at a specific person, and is so severe, pervasive, and objectively offensive that it denies or limits that person's ability to work or to participate in, or benefit from, an educational program or activity.

A student may be charged under this Procedure for **Harassment** if the conduct is directed at an employee or student.

6. **Stalking** - for the purposes of this Procedure, a person is **Stalking** when he or she follows, places under surveillance, or contacts a person without the consent of the person for the purpose of **Harassing and Intimidating** the person. This Procedure is not intended to replace or preclude the application of O.C.G.A. § 16-5-90 and 16-5-91, or any other portion of Georgia's Criminal Code. A student may be charged under this Procedure for **Stalking** if the conduct is directed at an employee or student.
7. **Student Conduct Board** – the adjudicative board established by the Student Code of Conduct to hear disciplinary actions against students
8. **Visible Bodily Harm** - may include, but is not limited to:
 - a. Substantially blackened eyes;
 - b. Substantially swollen lips or other facial or body parts;
 - c. Substantial bruises to body parts

B. Reporting Incidents of Bullying

Incidents may be reported to any of the following individuals:

- **Social Equity Officer and Title IX Coordinator**
Aycock Hall, Room 112
678-839-5344
- **Chief Human Resources Officer and Title IX Deputy Coordinator for Faculty, Staff and Visitors**
Aycock Hall, Room 112
678-839-6424
- **Assistant Dean of Students and Title IX Deputy Coordinator for Students**
Strozier Hall, 2nd floor
678-839-4729
- **Ombuds Office**
Strozier Hall, Room 218
678-839-4165
- **University Police** – 678-839-6000
- Report using our anonymous [online form](#) ("Incident Report" at www.westga.edu/UWGCares)

Please note that reporting to employee supervisors, faculty, or other resources than those listed above may delay proper processing of your concerns as the above positions are better trained to recognize potential violations of this Procedure.

C. Penalties

1. Students

Students that violate the policy by engaging in words or actions that meet the definitions of stalking, bullying, harassment, or cyberbullying will be:

- a. Assessed for levels of imminent threat of danger. Students that are classified as a high threat will automatically be suspended.
- b. The student will then be recommended through the Student Conduct Process. If there is a sufficient amount of evidence against the student, the student will be summoned for a preconference where he or she can review the evidence against them. The student will

then be able to choose from an informal hearing (held by an administrator) or a formal hearing (held by Student Conduct Board).

2. Employees

Employees that engage in bullying against a student will be subject to applicable disciplinary actions, including and up to dismissal or termination, depending upon the severity of the actions that constitute bullying. *NOTE:* Behavior that may constitute bullying under this Procedure, when it is against an employee by another employee will not be considered under this Procedure, but under other Procedures or Standards established for employee conduct.

Issued by the Dean of Students, the ____ day of _____, 2016.

Signature, Dean of Students

Reviewed by Vice President for Student Affairs: _____

Previous version dated: Student Conduct Code, Paragraph 26.00

26.00 BULLYING Unwanted offensive and malicious behavior that undermines an individual or group through persistently negative attacks. The behavior generally includes an element of vindictiveness, and is intended to undermine, patronize, humiliate, intimidate or demean the recipient. (Retrieved from the University of Georgia, June 16, 2015)