

# **Addendum to the 2016-17 Pharmacy Handbook**

## **Presbyterian College's Civility and Anti-Bullying Statement**

### A. STATEMENT OF AIMS

Bullying and a lack of civility can foster a climate of fear and disrespect that seriously impairs physical and psychological health and creates conditions that can negatively affect any living, learning, and/or working environment. Presbyterian College's Mission Statement affirms that "the compelling purpose of Presbyterian College, as a church-related college, is to develop within the framework of Christian faith the mental, physical, moral, and spiritual capacities of each student in preparation for a lifetime of personal and vocational fulfillment and responsible contribution to our democratic society and the world community." This guiding statement specifically calls upon our community "to help students attain a sense of dignity, self-worth, and appreciation of other persons of diverse backgrounds."

In accordance with these core aims, Presbyterian College is issuing this statement to educate our College community about bullying and to promote civility and respect for everyone. The College's conduct policies are designed to protect community members from any such behaviors, as defined below, taken against a community member, including those based on any federally protected class, including race, gender, sexual identity/orientation, ability/disability status, class, religion or culture, or based on affiliation with any College recognized group or organization. Such behaviors are antithetical to our community and can cause substantial harm. Accordingly, serious cases could give rise to severe penalties.

The purpose of this statement is to establish clear expectations, and to emphasize the applicability of the College's longstanding rules to the particular problem of bullying.

### B. DEFINITIONS

1. Bullying is defined as the unwelcome acts of an individual or group of individuals that are intended to humiliate, harass, mentally or physically injure or intimidate, and/or control another individual or group of individuals; and which are sufficiently severe or pervasive to have a material impact on the ability of a member of the community to participate in the living, learning, and/or working environment of Presbyterian College.

2. Such aggressive and hostile acts can occur as a single, severe incident or repeated incidents, and may be observed in the following forms, which are not exclusive:

- Physical Bullying includes striking, pushing, shoving, kicking, and/or tripping another; assaulting or threatening a physical assault; or damaging a person's work or living area, personal property, or work product.
- Verbal/Written Bullying includes ridiculing, insulting or maligning a person, either verbally or in writing; addressing abusive, threatening, derogatory or offensive remarks to a person; and/or attempting to exploit an individual's known intellectual or physical vulnerabilities.

- Nonverbal Bullying includes directing objectively threatening or intimidating gestures toward a person or invading personal space after being asked to move or step away. Nonverbal bullying may also involve stalking, unconsented photography or recording of private acts, and/or the disclosure of private facts or images of a person as to which the person has a reasonable expectation of privacy.
- Cyber bullying is defined as bullying an individual using electronic media or devices, including but not limited to the internet, interactive and digital technologies, social media, and/or personal electronic devices. Cyber bullying may include verbal/written bullying and/or nonverbal bullying.

### C. ACADEMIC FREEDOM, FREE SPEECH, AND NORMAL SOCIAL INTERACTION

Freedom of expression and thought are as essential for a thriving academic community as are the guiding principles of our mission statement that emphasize civil social conduct. As a community of imperfect human beings who learn, live, and work together, Presbyterian College must honor both goals.

Honestly held and reasonable differences of opinion are protected at Presbyterian College, in and out of the classroom. Discussion of an academic subject, even when the ideas are controversial, is protected. Disagreements and criticism, even when strongly asserted, are not bullying if they are aimed at ideas and actions, rather than at hurting or humiliating individuals. And while kindness and civility are virtues and aims of the College, not every unkind or uncivil remark or act is punishable. Social interactions sometimes result in hurt feelings. This is always unfortunate, but a social slight, criticism, or rebuff is not bullying unless it satisfies the definition above.

### D. REPORTING AND ADDRESSING INCIDENTS

The College will address conduct of students, faculty, or staff who engage in bullying. All incidents of bullying should be immediately reported to a member of the Campus Life Staff (Student incidents), the Faculty Advocate (Faculty incidents), and/or Human Resources (Faculty and Staff incidents). In case of emergency, contact Presbyterian College Campus Police.

*For Faculty and Non-Faculty Handbooks:* Employee behavior that has been reported as bullying will be addressed under the appropriate handbook and policies as published by Human Resources

*Garnet Book:* Student behavior that has been reported as bullying will be referred to Student Conduct for handling. Charges for bullying conduct may include: Computer and Technology Misuse, Discrimination and Harassment, Disorderly Conduct and Disruption of College Activities, Harm to Person/Threat to Safety or Well-Being, and/or Stalking. These can be serious charges with sanctions up to and including Suspension or Expulsion as possible outcomes.

*Pharmacy Student Handbook:* Student behavior that has been reported as bullying will be referred to the Office of Professional and Student Affairs and the Ethics Honor and professionalism Committee for handling. Charges for bullying conduct may include: Computer

and Technology Misuse, Discrimination and Harassment, Disorderly Conduct and Disruption of College Activities, Harm to Person/Threat to Safety or Well-Being, and/or Stalking. These can be serious charges with sanctions up to and including Suspension or Expulsion as possible outcomes.