



## STUDENT LIFE POLICY

**NUMBER/TITLE:** SL-708, BULLYING

**Covered Individuals:** All Students, Staff & Faculty

**Covered Locations:** All Locations

**Effective Date:** February 17, 2021

**Strategic Priority:** SP 1

**HLC:** Criterion 2.A

**Consultations:** VPASA, AVPSL, EDHR,  
Director of RLSE, Behavioral Intervention  
Team (BIT)

### POLICY STATEMENT

To be committed to creating a respectful, inclusive, and safe environment for students and employees and will take immediate and appropriate corrective action if bullying occurs.

### PURPOSE

UIU, 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.

### DEFINITIONS

*Bullying:* 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 IMPLEMENTATION

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 Executive Director 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.

**CUSTODIAN**

AVPSL (regarding University student)  
School Principal (regarding secondary student)  
HR (regarding University employee)

**RELATED DOCUMENTS, FORMS, AND POLICIES**

HR-305, Discrimination, Harassment, and Retaliation Policy  
Student Handbook

**HISTORY**

<b>New/Revision Number</b>	<b>Date of Action/Approval</b>	<b>Revision Change</b>
SL-708	April 17, 2023	Policy Statement added. EDHR, BIT and Director of RLSE added to the consultations.
SL-708	February 15, 2023	Policy put into new template.
708	February 17, 2021	Policy approved by President’s Council.
708	February 8, 2021	Policy recommended by University Policy Committee.