



Academic Senate

COMMITTEE ON FACULTY WELFARE

August 4, 2020

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare

Re: [Campus Review] Proposed Policy: Prohibition on Bullying and Abusive Conduct by Employees and Non-Affiliates

The FWC met remotely on July 14, 2020 and considered the proposed policy on “Prohibition on Bullying and Abusive Conduct by Employees and Non-Affiliates.” The policy aims to prevent and respond to bullying and abusive conduct while not supplanting existing compliant, grievance or disciplinary processes. Towards those ends, the policy outlines an exhaustive (but not all-inclusive) list of behaviors that constitute bullying and abusive behavior, distinguishing them from single-incident and/or supervisory behaviors (i.e. annual reviews) that may be unpleasant. This policy would target patterns or repeated acts of bullying or abusive behavior that create a hostile climate or impinges upon a UCR community member’s ability to carry out their professional or educational activities. The policy would *require* supervisors, managers and administrators to report incidents of bullying and abusive behaviors of which they have been made aware and would *encourage* such reporting by other UCR community members who experienced or witnessed them.

The FWC lauded the policy’s attempt to address such an important issue, but had several questions and concerns:

1. While the policy outlines several mechanisms for reporting bullying and abusive behavior, some members found this confusing. How would the protocols for reporting bullying and abusive behavior differ from those already established by the university? Some members were concerned that the proliferation of reporting options would diffuse responsibility for actually addressing allegations of bullying or abusive behavior.
2. At what point would allegations of bullying or abusive behavior become part the Merit and Promotion process? Could they be included in personnel meetings or the department letter? FWC members noted that attempts to include documented or first-hand reports of unprofessional conduct and hostile behaviors have been excluded from personnel discussion in the past.
3. FCW members further noted it was important for faculty engaging in such behaviors to be held to account more quickly than the 2 to 5 years personnel review processes can take. It is also important for faculty to be able to defend themselves against such allegations in a more timely manner.