



COMMITTEE ON FACULTY WELFARE

May 6, 2021

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy

At its remote meeting on April 20, 2021, the Committee on Faculty Welfare discussed the Proposed Policy: UCR Anti-Bullying Policy, which is a revision of the proposal we reviewed in July 2020.

While we recognize the need for such a policy, the Committee found the proposal inadequate and unclear on a number of points. In particular, the section on reporting still does not specify a clear process for reporting incidents of bullying or abusive behavior. The policy would *require* supervisors, managers and administrators to report and address 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. CFW finds this confusing. In addition, potential conflicts of interest may arise if the supervisor, manager or administrator is complicit with the bullying or abusive behavior or if that individual is the bully. In such cases, to whom should the person report? It would be preferable if reports were made to an independent entity that could carry out an investigation.

As described in the proposed policy, the UC Whistleblower Hotline referenced in Section VI is to be used for reporting improper governmental activities (page 6). Does this include bullying or abusive conduct? If not, reference to the Hotline should be deleted. We recommend that UCR set up its own Hotline for reporting bullying and abusive conduct.

We understand that UCOP and OGC are working on a systemwide policy on bullying and abusive conduct. We recommend that UCR pause efforts to create a campus policy until the systemwide policy has been promulgated.