



# Administrative Policies and Procedures Manual - Policy 2240: Respectful Campus

CITY OF ALBUQUERQUE

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Subject to Change Without Notice

Authorized by UNM Regents' Policies 2.4: Diversity and Campus Climate



### 3. Cornerstones of a Respectful Campus

The commitment to a respectful campus calls for promotion of an environment where the following are upheld:

- All individuals have important contributions to make toward the overall success of the university's mission.
- UNM's mission is best carried out in an atmosphere where individuals at all levels and in all units value each other and treat each other with respect.
- Individuals in positions of authority serve as role models in the promotion of a respectful campus. Promoting courtesy, civility, and respectful communication is consistent with the responsibility of leaders

Physical bullying is pushing, shoving, kicking, poking, and/or tripping; assault or threat of physical assault; damage to a person's work area or property; damage to or destruction of a person's work product.

## **5.2 Verbal Bullying**

Verbal bullying is repeated slandering, ridiculing, or maligning of a person or persons, addressing a

preference, gender identity, ancestry, medical condition, or spousal affiliation, it should be reported to the University Office of Equal Opportunity.

## 6.2 Staff

An individual who believes a staff member has engaged in bullying behavior may report the behavior using any of the options listed in Section 4 of ["Whistleblower Protection and Reporting Suspected Misconduct and Retaliation"](#) Policy 2200, UBP. The individual

Although bullying behavior may not meet the definition of misconduct in Policy 2200, suspected bullying behavior will be reported and investigated in the same manner as misconduct.

## 6.3 Faculty

An individual who believes a faculty member has engaged in bullying behavior should follow the procedures listed on the [Faculty Handbook](#), which is maintained by the Office of the University Secretary. These procedures were approved by the Faculty Senate and all subsequent changes must be approved in accordance with processes defined by the Faculty Senate.

## 7. Monitoring

An annual survey will be undertaken by the Faculty Senate Policy Committee in collabora