

## **NCTA Bullying Policy** **Revised 3/2/17**

The Nebraska College of Technical Agriculture is a community which encourages the intellectual and emotional growth of its members. We respect the contributions, perspectives and personal worth of all students, staff and faculty. In our interactions with each other, we demonstrate respect and support. As a result, behaviors perceived as bullying or harassment are not tolerated at NCTA.

Bullying or harassing behavior is defined as any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication, or any act reasonably perceived as being motivated by any actual or perceived differentiating characteristic, that takes place on any property owned or controlled by Nebraska College of Technical Agriculture, or during any activity in whatever place sponsored by, directed or controlled by Nebraska College of Technical Agriculture, and that also fulfills one of the following conditions:

- Places a student, faculty or staff member in actual and reasonable fear of harm to his or her person or damage to his or her property.
- Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities or benefits

A hostile environment is defined as the condition wherein the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree it is bullying or harassing behavior.

It is the policy of NCTA that no student, faculty or staff member will be subjected to bullying or harassing behavior by any other student, faculty or staff member. Furthermore, no person should engage in any act of reprisal or retaliation against a victim, witness or anyone with information about an act of bullying or harassing behavior.

Any witness to bullying on campus is asked to report the instance to a suitable party. A suitable party is defined as a person with responsibility to prevent bullying or harassing behavior within or during a particular activity, class, building or function. In the case of a student being subjected to bullying or harassing behavior, a suitable party might be an instructor, residence hall staff or a counselor. In the case of a faculty or staff member being subjected to bullying or harassing behavior, a suitable party might be a dean, academic chair or a superior. It is the responsibility of the suitable party to follow up when receiving a report of bullying or harassing behavior.

Procedures for investigating reports of bullying or harassing behavior which involve students may be found in section R-20 in the Student Handbook. Procedures for investigating reports of bullying or harassing behavior involving employees may be found in college policy, board policy or other pertinent documents. The Dean's Office or the Human Resources office can provide assistance to employees wishing to initiate investigations of bullying or harassing actions against college employees.