



## UNIVERSITY POLICY ON HARASSMENT/BULLYING

Peace Multicultural University is dedicated to fostering a community where all individuals are treated with respect, dignity, and fairness. Harassment and bullying undermine the values of inclusivity, safety, and mutual respect that are integral to the university's mission. This policy provides guidelines for identifying, reporting, and addressing incidents of harassment and bullying, ensuring a safe and supportive environment for all members of the university community.

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### **Policy Scope**

This policy applies to all members of the university community, including students, faculty, staff, contractors, and visitors. It governs conduct occurring:

1. During university courses.
  2. During university-sponsored events or activities, regardless of location.
  3. Conduct that negatively impacts the university environment or any member of the university community.
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### **Definition of Harassment**

Harassment is any unwelcome conduct based on an individual's protected characteristic(s) (e.g. to include, but are not limited to race, gender, religion, disability, sexual orientation) that:

1. Creates a hostile, intimidating, or offensive environment.
2. Unreasonably interferes with an individual's ability to work, learn, or participate in university activities.

Examples of harassment include, but are not limited to:

- Verbal abuse, slurs, or derogatory comments.
  - Display of offensive images or materials.
  - Unwelcome advances or requests for favors.
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## Definition of Bullying

Bullying is any repeated and intentional behavior that seeks to intimidate, humiliate, or harm another person. It may take the form of verbal, physical, or psychological abuse and includes:

- Spreading rumors or false information.
  - Excluding or isolating someone socially.
  - Cyberbullying, such as abusive messages or social media posts.
  - Persistent and unwarranted substantive criticism or undermining of an individual's work or abilities.
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## Prohibited Conduct

The university strictly prohibits all forms of harassment and bullying, including conduct that:

1. Targets individuals or groups based on protected characteristics.
  2. Abuses power or causes a significant undue hardship.
  3. Occurs through any medium, including in-person, written, or digital communication.
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## Reporting Procedures

Anyone who experiences or witnesses harassment or bullying is encouraged to report the incident promptly. Reports can be made to:

1. The **Human Resources Department** (for staff and faculty).
2. The **Student Conduct Office** (for student-related cases).

Reports may be submitted through email to [info@pm-univ.org](mailto:info@pm-univ.org), or via anonymous reporting by calling 1-888-595-6670.

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## Investigation and Resolution

The university is committed to responding to all reports of harassment and bullying promptly and impartially. The process includes:

1. **Initial Assessment:** Determining whether the reported conduct falls under this policy.
2. **Interim Measures:** Implementing temporary support measures, such as no-contact orders or schedule adjustments.
3. **Formal Investigation:** Conducting a thorough and unbiased review of the reported behavior.



4. **Resolution:** Taking corrective actions, which may include mediation, training, or disciplinary measures such as suspension or termination.
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### **Prohibition Against Retaliation**

Retaliation against anyone who reports harassment or bullying, participates in an investigation, or supports those affected is strictly prohibited. Such actions will result in disciplinary measures.

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### **Support and Resources**

Peace Multicultural University provides resources to support individuals impacted by harassment or bullying, including:

- Counseling services.
- Academic accommodations.
- Mediation and conflict resolution services.
- Referrals to external support organizations.

Contact information for these resources can be found on the university's website or through the relevant offices.

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### **Policy Review and Updates**

This policy will be reviewed annually to ensure alignment with federal, state, and local laws, and to incorporate best practices in promoting a safe and respectful campus environment. Any updates will be communicated to the university community promptly.

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By adhering to this policy, Peace Multicultural University reaffirms its commitment to creating an environment where every individual feels safe, respected, and valued.