

## **POLICY 2400**

### **ANTI-BULLYING AND ANTI-STALKING**

**Policy Category:** Administration

**Area of Administrative Responsibility:** Affirmative Action

**Board of Trustees Approval Date:** June 12, 2018

**Effective Date:** June 13, 2018

**Amendment History:**

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**PURPOSE**



d. Minor snubs, irritations and isolated incidents that occur (unless rising to a serious level, such level to be determined following a complaint through the investigatory process) do not constitute actionable bullying herein.

4. **Cyber-bullying:** Engaging in bullying behavior by using any electronic medium, including, but not limited to, the Internet, social media, interactive and digital technologies, or mobile phones. Cyber-bullying is strictly prohibited whether or not such action occurs on College property, if there is a nexus between the cyber-bullying and the involved individuals' College attendance and/or employment.

B. **Stalking:** Stalking of a non-sexual nature is prohibited by this policy. Stalking is defined as a pattern of repeated and unwanted attention, harassment, contact, or any other action directed at a specific person that would cause a reasonable person to (1) fear for his or her safety or the safety of others; or (2) suffer substantial emotional distress. Stalking includes, but is not limited to, conduct in which the accused directly, indirectly, or through third parties, follows, telephones or initiates communication or contact with, monitors, or observes the Complainant whereby the accused was previously clearly informed by Complainant to cease such conduct.

Stalking complaints relating to sexual harassment, dating violence, domestic violence or sexual assault must be filed and will be investigated under the College's Sexual Harassment and Sexual Violence Policy.

C. **Complainant or Victim:** Individual making a report of bullying or stalking behavior(s) committed against him/her.

D. **Respondent or Accused:** Individual accused of bullying or stalking in violation of this policy.

E. **Reporting Individual:** Individual reporting an act of bullying or stalking committed against a third party.

## POLICY

A. Bullying, stalking and related behaviors are demeaning, offensive and prohibited by Nassau Community College policy. All forms of bullying and stalking should be corrected early, and

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3. Both the Complainant and the Respondent shall be advised with respect to the status of the complaint/investigation within thirty (30) business days of the day that the complaint is filed. The matter shall be resolved within ninety (90) business days of filing the complaint.

**H. Restorative and Educational Activities:**

1. This policy not only defines an investigative and disciplinary process for bullying and stalking offenses, but is also intended to educate the College community regarding the need to prevent bullying and to promote civility and respect, and seeks to provide restorative and educational methods to prevent future inappropriate conduct.
2. The following restorative methods may be used by the College to accomplish the goals of this policy:
  - a. An opportunity for a mediation session as defined by the collective bargaining agreement under which the Respondent serves, or, for those not covered by a collective bargaining agreement, through means devised by the Affirmative Action Officer and the immediate supervisor of the Respondent.
  - b. On-Campus seminars/workshops provided by the Affirmative Action Office, the Campus Safety Committee and the Educational Initiatives subcommittee of the Affirmative Action Committee. All seminars/workshops shall be approved by the Affirmative Action Office.

**I. Education/Prevention:**

1. This policy shall be disseminated through inclusion in employee materials, informational videos, the NCC Daily Planner, and on the College's website.
2. This policy shall be communicated via the following: new faculty orientation, new staff orientation and new student orientation.
3. This policy shall be communicated electronically on an annual basis to all members of the Campus community.
4. The Affirmative Action Office shall at opportune times facilitate anti-bullying training for all College employees, including faculty and staff.
5. The Educational Initiatives subcommittee of the Affirmative Action Committee shall facilitate anti-bullying workshops and seminars to provide awareness for the Campus community.

**J. Other Remedies:**

Nothing contained herein shall prohibit or limit any right, remedy or cause of action provided under any other College policy, or any local, state or federal ordinance, law or regulation, including, but not limited to, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1964 or the Americans With Disabilities Act of 1990, or subsequent adopted amendments of these Acts. Such complaint may

