

# IOWA STATE UNIVERSITY

## Professional and Scientific Council

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**Council Motion:** To Join Efforts to Establish and Refine a University Policy Against Bullying, Harassment and Intimidation on Campus

**Submitted by:** Executive Committee

**Date:** June 6, 2019

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**Whereas:** A principle purpose of the Professional and Scientific Council is to recommend policies and procedures to the administration that benefit P&S Employees

**Whereas:** An identified strategic initiative of the Professional and Scientific Council is “working to enhance and cultivate the P&S employee experience to create a work environment where employees are safe and feel welcomed, supported, included and valued by each other.”

**Whereas:** The FY18 Iowa State University Ombuds Office report recommends the university “Refine policies regarding hostile work environments, harassment or harassing behavior exhibited by a supervisor or colleague that is not related to protected class.”

**Whereas:** The Iowa State University Faculty Senate recently passed a Resolution against Bullying and intimidation on campus

**It is Moved:** Professional and Scientific Council stands firmly united that workplace and educational bullying have no place on our campus, and will not be tolerated

**It is Moved:** That Professional and Scientific Council work with the Policy Library Advisory Committee and the Faculty Senate to establish, without infringing upon academic freedoms and the freedom of speech, a university policy against workplace and educational bullying

**It is Moved:** That Professional and Scientific Council work with the Policy Library Advisory Committee to refine policies regarding hostile work environments, harassment or harassing behavior exhibited by a supervisor or colleague that is not related to protected class

**Distribution:** Wendy Wintersteen, University President  
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