ANTI-BULLYING/MOBBING

Introduction

The University of Southern Maine is committed to providing a community where students, faculty, staff, and guests are safe from bullying and mobbing behaviors.

Academic mobbing/bullying is an insidious, non-violent and sophisticated kind of psychological bullying. The process follows a stereotypical course whereby one is humiliated, intimidated, terrorized, ostracized, and wrongly accused. It causes intolerable suffering, despair, and humiliation. Academic mobbing/bullying won’t stop until colleagues and administrators refuse to participate in mobbing/bullying.

Definition

**Bullying:** Bullying is the longstanding violence, physical or psychological, conducted by an individual or group, directed against an individual who is not able to defend themselves, with the intent to hurt, threaten, or frighten that individual or put them under stress.

**Mobbing:** Collective campaign by co-workers to exclude, punish, and humiliate a targeted worker.

Bullying/mobbing behavior may take many forms, including, but not limited to, physical, verbal, or written acts or behaviors. It may also manifest as excluding behavior such as ignoring or dismissing individuals or groups.

Hostile behaviors include, but are not limited to, behaviors that are harmful or damaging to an individual and/or property. Behaviors that are intimidating, threatening, disruptive, humiliating, sarcastic, or vicious may also constitute hostile behavior. Behaviors intended to harm an individual may include, but are not limited to, inappropriate behaviors such as abusive language; derogatory remarks; insults; or epithets; the use of condescending, humiliating, or vulgar language, swearing, shouting or use of unsuitable language, use of obscene gestures, or mocking.

**Bullying/Mobbing:**

**Bullying and Mobbing are behaviors that are:**
• Intentional;
• Targeted at an individual or group;
• Repeated; hostile or offensive;
• Creates an intimidating and/or threatening environment which produces a risk of psychological and/or physical harm;
• Attacks one’s social relations;
• Impacts one’s ability to self-expression;
• Attacks one’s reputation;
• Impacts on the quality of one’s professional and life situation;
• Impacts on one’s mental and physical health.

**What To Do**

If you feel or believe you have been bullied or mobbed you should immediately call Human Resources at: 780-5989. All phone calls are confidential.

**Conclusion**

The University of Southern Maine will not tolerate bullying/mobbing behavior directed toward any member of the university community or to any person on university property.