Texas A&M University
Workplace Bullying Policy
[Submitted by the TAMU Faculty Senate Personnel and Welfare Committee: March 2010]

Texas A&M University [TAMU] considers workplace bullying unacceptable and will not tolerate it under any circumstances. Workplace bullying is behavior that harms, intimidates, offends, degrades, or humiliates an employee, possibly in front of other employees, clients, students or campus visitors. Examples of workplace bullying include (but are not limited to):

- Unwarranted or invalid criticism
- Blame without factual justification
- Being treated differently than the rest of one’s work group
- Being sworn at, shouted at or subjected to other humiliating behaviors
- Unwarranted physical contact
- Exclusion or social isolation
- Being the target of practical jokes
- Excessive monitoring

Because workplace bullying may cause the loss of trained and talented employees, reduce productivity and morale and create legal risks, TAMU believes all employees should be able to work in an environment free of bullying. Managers and supervisors must ensure employees, co-employees, and subordinates are not bullied or engage in bullying activities themselves.

TAMU has grievance and investigation procedures to deal with harassment in all forms, including workplace bullying. Managers and supervisors must ensure employees who make complaints, or are witnesses to bullying, are not victimized or retaliated against.

Disciplinary action will be taken against anyone who bullies a co-employee. Discipline may involve a warning, transfer, counseling, demotion or dismissal, depending on the circumstances and severity of the bullying.

The contact person(s) for bullying is/are: The TAMU Ombudsperson, Dean of Faculties, or Human Resources. Phone number: _______________________________