Resolution: 19-FS-21
Title: A Resolution in Support of Forming a Subcommittee of University Council to Develop a Comprehensive Workplace Bullying Policy
Introduced by: President Abel
Introduced on: December 4, 2019

THE COUNCIL OF GRADUATE STUDENTS OF MICHIGAN STATE UNIVERSITY ENACTS:

WHEREAS, Workplace bullying can be defined as behavior that "has no legitimate purpose, ought to be known to be unwelcome, and creates a hostile, intimidating, or toxic environment"; and,

WHEREAS, Workplace bullying often occurs when there is an imbalance of power, such as between graduate students and faculty/staff; and,

WHEREAS, MSU graduate students have become increasingly aware that some of our peers are subject to toxic work environments; and,

WHEREAS, Students have few avenues to address instances of workplace bullying/harassment that is not based on a federally protected class; and,

WHEREAS, Faculty bullying is positively correlated with graduate student burnout and dropout; and,

WHEREAS, Many Canadian Universities and several US peer institutions have instituted University-wide workplace bullying policies; and,

WHEREAS, These policies serve to state the University’s position on bullying/harassment and provide a mechanism for redress; and,

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1 University of New Brunswick (2011) Discrimination, Sexual Harassment and Harassment Policy. Available at http://www.unb.ca/humanrights/harassment.html
6 These include the University of Wisconsin-Madison, Oregon State University, and Colorado State University.
RECOGNIZING, Undergraduate student employees, staff, and faculty may also face bullying/harassment when there are imbalances of power in the workplace; and,

RECOGNIZING, Development and implementation of an institution-wide workplace bullying policy requires input and buy-in from students, faculty, staff, and administrators; therefore, be it,

RESOLVED, The Council of Graduate Students calls for the formation of a Subcommittee of University Council to develop a workplace bullying policy for MSU, and, be it;

RESOLVED, The subcommittee should be composed of representatives from the undergraduate and graduate student bodies, faculty, staff, and administration; and, be it,

RESOLVED, The policy drafted by the Subcommittee should be subject to further review by relevant standing committees in academic governance (UCSA, UCFA, etc); and, be it,

RESOLVED, This resolution will take effect at the end of the Full Council meeting in which it was adopted.

VOTED ON: 12/4/19

VOTE:
36 FOR
0 AGAINST
3 ABSTAIN

Recording Secretary

President