

## **Establishment of an Anti-Bullying Statement of Values**

WHEREAS the Climate Survey, along with several reported allegations of bullying at the university that arguably fall outside the parameters of existing University policies, demonstrated to the Policy Committee a need for the University to establish an anti-bullying policy:

WHEREAS the Policy Committee formed an ad hoc committee, made up of two administrators, five Academic Senate representatives (two members of the tenure-track or tenured faculty, one lecturer, and two academic staff members), one Graduate Employees Organizing Committee representative, and one representative selected by the AAUP-AFT Local 6075 to develop a proposal for an anti-bullying policy for Wayne State University that is applicable to administrators, faculty and academic staff, non-academic staff, and students;

WHEREAS the ad hoc committee examined literature about anti-bullying measures in academia and reviewed examples of anti-bullying policies at other four-year institutions of higher learning, including in the state of Michigan;

WHEREAS the Office of General Counsel (OGC) informed the ad hoc committee of its assessment of the legal limitations on the establishment of anti-bullying policies by public universities;

WHEREAS the ad hoc committee, in light of the OGC briefing, determined that a good first step toward addressing the concerns underlying its formation would be to set forth a statement of values with an addendum advocating for education and resource support from the University to support this statement of values;

WHEREAS the ad hoc committee solicited feedback on the statement of values and addendum from AAUP-AFT Local 6075, Academic Senate's Policy Committee, Chief Diversity Officer and Diversity Equity and Inclusion Council, Chief Information Officer, the Coalition of Unions at WSU, Dean of Students Office, Graduate Employees' Organizing Committee, Human Resources, Office of Equal Opportunity, Office of the General Counsel, Student Senate, Title IX Coordinator, and WSU Police Department;

AND WHEREAS the Policy Committee has **unanimously** endorsed the proposed anti-bullying statement of values and addendum;

THE ACADEMIC SENATE hereby:

1. Affirms its support for the anti-bullying statement of values and addendum; and
2. Calls for the adoption of the statement of values by the University Board of Governors.

Ad Hoc Committee Members:

Jennifer Wareham, Chair

Boris Baltes

Marisa Henderson

Loraleigh Keashly

Ariel Levi

Jade Metzger-Rifkin

Rachel Pawlowski  
Brad Roth  
Ricardo Villarosa