

**SAN JOSÉ STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192**

SS-F18-5, Sense of the Senate Resolution, Creating a Task Force for a Supportive Workplace and Calling Upon our Community to Preserve Civility and Combat Bullying at San José State University

Legislative History: At its meeting of December 10, 2018, the Academic Senate unanimously approved the following Sense of the Senate Resolution presented by Senator Peter for the Professional Standards Committee.

**Sense of the Senate Resolution
Creating a Task Force for a Supportive Workplace and
Calling Upon our Community to Preserve Civility and Combat
Bullying at San José State University**

- Whereas: San José State University (SJSU) is committed to the promotion of an inclusive, safe, supportive, responsive, and equitable workplace environment for all faculty, staff, and students; and
- Whereas: The SJSU Academic Senate reiterates its commitment to SS-S05-1 which supports UP S01-13's "commitment to creating a diverse community guided by core values of inclusion, civility and respect for each individual"ⁱ and S99-8 which directs faculty members to "avoid exploitative, harassing, or discriminatory behavior;"ⁱⁱ and
- Whereas: The SJSU Academic Senate recognizes that SJSU has taken preliminary steps to identify and define bullying among its student population;ⁱⁱⁱ and
- Whereas: The SJSU Academic Senate acknowledges the importance of the "CSU Safe and Healthy Workplace Environment," a report which evaluates the issue of workplace bullying at San Francisco State University, surveys the CSU system for best practices, and makes recommendations to the campus community for action;^{iv} and
- Whereas: The SJSU Academic Senate endorses the California State University's call in AS-3246-16 which "urges CSU campus senates and administration to develop and implement strategies to redress, remedy, and mediate workplace bullying;"^v and

Whereas: The California State Legislature provides a helpful description of bullying in Assembly Bill 2053, which the University of California, Berkeley, considered before its adoption of a Workplace Bullying Prevention Policy in 2016;^{vii} and

Whereas: The issues described above require a University-wide response that goes beyond the normal purview of the Academic Senate; now therefore, be it

Resolved: That the Academic Senate asks the President to establish a Task F6 0 12 196;

conduct and incivility—it will thrive in a diverse community guided by the core values of inclusion, civility, and respect for each individual.

Approved: December 3, 2018

Vote: 10-0-0

Present: Chin, Kumar, He, Monday, McKee, Cargill, Peter, Hart, Rodriquez, Mahendra

Absent: Kemnitz

Financial Impacts: There could be financial impact if recommendations from the Task Force are implemented. This impact could be positive if the workplace environment becomes healthier and therefore less prone to lawsuits, grievances, inefficient work, etc.

Workload Impact: The comment on financial impact applies equally to workload impact.

vii https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB2053