April 29, 2013

DEANS
ACADEMIC COLLEGES DIRECTORS
ADMINISTRATIVE OFFICES DIRECTORS

POLICY AGAINST BULLYING

Introduction

The Bayamon Central University promotes in the university community a safe environment that tends to the full realization and achievement of our vision and mission as a humanist, Dominican and Catholic Institution. The BCU rejects any action that is interpreted as possible school harassment or bullying.

Purpose

Bayamon Central University, in response to the high incidence of bullying in educational settings creates the Institutional Policy against School Harassment or Bullying. This policy aims to promote and maintain a safe, healthy environment, and provides the tools and procedures needed to handle cases of bullying in the school environment.

As part of this institutional policy, the BCU will initiate a targeted campaign that includes:

- Written promotion against bullying in the school environment.
- Workshops for students, faculty and administrative staff of the institution.

Operational definitions

For purposes of this policy the following terms are defined:

School Harassment or Bullying

Physical and/or psychological persecution conduct performed by a pupil against another, which chooses as the victim of repeated attacks. This negative and intentionally action, places the victim in positions that he or she has difficulty defending him or herself. (Olweus, 1993).

Examples of bullying can be verbal aggression (offensive nicknames, rumors), physical aggression (kicking, hitting), intimidation (threats), exclusion (deliberate isolation of activities or meetings between peers), electronic harassment (misuse of technology - internet, email, social and mobile networks) and deliberate damage or theft of private property.

Victim – a person who has been deliberately and repeatedly affected either physically, through intimidation, threats, ridicule and isolation (not limited to those mentioned).
Stalker – (acosador) a person who harasses another person, as a former lover, a famous person, etc.

Spectators – persons who witnessed the incident or incidents

Procedures for the applicability of the policy

1. Preventive level - disclosure of the policy against school harassment or bullying to the entire university community through an internal education campaign.

2. Concurrent level - direct interventions in groups of high risk students

3. Corrective level - direct intervention with the student when the lack has been realize.

Steps to address an incident of bullying

Student affected by bullying

- Request the harasser that the behavior does not continue, because the situation bothers you or does not feel good.
- Report the incident to the Professional Counselor, Professor, Academic College Director, Dean of Students or someone you trust.

Member of the university community

- Support the student or person concerned.
- Document the relevant information about the victim, perpetrator, witnesses and spectators. Any case related to school harassment or bullying will be considered confidential.
- Refer the case in writing to the Guidance and Counseling Center and/or Dean of Students.
- The Guidance and Counseling Center will handle the emotional aspect of all parties involved, to identify the causes of the problem and mediate the situation.
- In relation to the victim, it will be oriented on their rights, and the case will be evaluated with the possibility of referring to the psychological services offered in the Guidance and Counseling Center or external resources, if necessary.
- The Guidance and Counseling Center will provide direct monitoring to the students involved in bullying behavior.

Disciplinary consequences

If the bully persists by the harasser, he or she will be exposed of what is stipulated in the Student Handbook.

Effective Date

This policy will be effective immediately and repeals any previous other guidelines, rules, policies, procedures, conflicting with what is provided herein.

Approved:

[Signature]

Lilian Negrón Colon, Ph.D.
President