

More about Harassment, bullying and mobbing

The AUA has zero tolerance regarding harassment, bullying and mobbing.

Harassment

Harassment is commonly understood as behavior that demeans, humiliates or embarrasses a person or persons. These are behaviors that appear to be disturbing, upsetting or threatening. When such behaviors become repetitive, they are defined as bullying.

Members of the AUA Community are prohibited from engaging in harassment, intimidation and bullying. A student, staff member or faculty member will be found responsible for harassment, intimidation or bullying if they engage in conduct, including but not limited to, any gesture, written, verbal or physical act, or any electronic communication (which includes e-mails, text messages, and Internet postings on websites or social media), whether it be a single incident or series of incidents, that is so severe or pervasive and/or objectively offensive that it substantially disrupts or interferes with the orderly operation of the University or the rights of any member of the University community.

Bullying

Bullying is the longstanding violence, physical or psychological, conducted by an individual or group that is directed against an individual who is not able to defend him/herself in the actual situation, and with a conscious desire to hurt, threaten, or frighten that individual or put him/her under stress.

Workplace bullying ranges into the following categories:

- Threats to professional status, such as, public professional humiliation, accusation of lack of effort and belittling;
- Threats to social status, such as, teasing and name calling;
- Isolation, such as, withholding information and preventing access to opportunities, such as training workshops, attendance and deadlines; and
- Destabilization, for example, setting meaningless tasks, not giving credit where credit is due, removal from positions of authority.

Mobbing

Mobbing is a form of bullying where members of a collective group gang up to diminish the targeted individual through intimidation, unjustified accusations, humiliation, and general harassment.

The University has the following responsibilities:

- Provide a safe environment for work and study, which includes an environment free of bullying;
- Act to investigate and address any incidents of bullying as appropriate; and
- Ensure that students, staff and faculty are aware of the definitions of harassment and bullying and implement mechanisms to prevent/control it.

Members of AUA's community have the following responsibilities:

- Respect the rights and welfare of other members of the University community;
- Support the freedom of others to pursue their work- and study-related activities;
- Behave in an appropriate manner at all times;
- Promote a climate of mutual respect;
- Promptly report any bullying experienced or witnessed within the University; and
- Maintain appropriate confidentiality concerning any complaint or investigation.

Sources: Flinders University, Montclair University, Wikipedia on Bullying, Harassment

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