

# Franklin Special Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term:  <b>Workplace Bullying</b>	Descriptor Code: <b>5.504</b>	Issued Date: <b>10/17/16</b>
		Rescinds:	Issued:

1 Franklin Special School District defines workplace bullying as “repeated inappropriate behavior, either  
2 direct or indirect, whether verbal, physical, or otherwise, conducted by one or more persons against  
3 another or others, at the place of work and/or in the course of employment.” Such behavior violates  
4 FSSD Code of Ethics, which clearly states that all employees will be treated with dignity and respect.

5 The FSSD Board of Education wants to communicate to all employees that FSSD will not tolerate any  
6 incidences of bullying behavior. Bullying behaviors are offensive, abusive, intimidating, malicious, or  
7 insulting behaviors; abuses of power; or imbalances of power, real or perceived, conducted by an  
8 individual or group against others. These behaviors are generally persistent, systematic, and ongoing.  
9 Employees found in violation of this policy will be disciplined, up to and including termination. FSSD  
10 considers the following types of behavior examples as bullying:

- 11 • Verbal Bullying: slandering, ridiculing, or maligning a person or his/her family; persistent  
12 name calling that is hurtful, insulting, or humiliating; using a person as the butt of jokes;  
13 abusive and offensive remarks.
- 14 • Physical Bullying: assault (such as a strike or grab) and/or threat of physical assault; damage to  
15 a person’s work, work area, or property.
- 16 • Gesture Bullying: non-verbal gestures that convey threatening messages.
- 17 • Exclusion: deliberately excluding or disregarding a person in work-related activities.
- 18 • Cyber-bullying: bullying through the use of electronic devices. Electronic devices include, but  
19 are not limited to, telephones, cellular telephones, or other wireless communication devices,  
20 text messaging, e-mails, social networking sites, instant messaging, videos, websites, or fake  
21 profiles.

22 Additionally, the following examples may constitute or contribute to evidence of bullying in the  
23 workplace:

- 24 • Persistent singling out of one person;
- 25 • Shouting or raising the voice at an individual in public and/or in private, in a berating or  
26 disrespectful manner;
- 27 • Using obscene language or gestures toward an individual;
- 28 • Personal insults and/or use of offensive nicknames;
- 29 • Public humiliation in any form;
- 30 • Constant criticism of matters unrelated or minimally related to the person’s job performance or  
31 description;
- 32 • Public reprimands;
- 33 • Repeatedly accusing someone of errors that cannot be documented;

- 1 • Deliberately interfering with mail and other communications or withholding essential
- 2 information;
- 3 • Spreading rumors or gossip regarding individuals;
- 4 • Encouraging others to disregard a supervisor's instructions;
- 5 • Manipulating the ability of someone to do his/her work; sabotaging individual, group, and/or
- 6 team efforts;
- 7 • Initiating or participating in mobbing.

8 It must be noted that where an allegation of bullying is made, the intention of the alleged bully is  
9 irrelevant and will not be given consideration when meting out discipline. As in sexual harassment, it  
10 is the effect of the behavior upon the individual that is important.  
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Legal References

1. TCA 49-6-4501 through -4506
2. Title VII; 29 CFR 1604.11
3. Title IX (20 U.S.C. 1681-1686)
4. TCA 49-2-120

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Cross References

Appeals To & Appearances Before the Board 1.404  
Discrimination/Harassment (Sexual, Racial, Ethnic,  
Religious) 5.500  
Complaints and Grievances 5.501  
Student Discrimination, Harassment, Bullying, Cyber-  
bullying and Intimidation 6.304