

**LOKER UNIVERSITY STUDENT UNION, INC.  
ANTI- BULLYING POLICY**

It is Loker Student Union's policy and a core value that employees must treat all other employees with dignity, respect and courtesy. This is an essential function of job performance for every job classification. Bullying is a violation of Loker Student Union policy and core values.

Bullying consists of offensive and rude behavior which causes distress, whether verbal, physical or otherwise, displayed by one or more persons against another or others, in the workplace and/or in the course of employment.

The following types of behavior are examples of bullying, but are not limited to:

- Verbal conduct such as screaming or yelling, threats, derogatory epithets, comments or slurs.
- Physical conduct such as gesturing or hitting, unwanted touching or blocking normal movement
- Displaying graphic materials or other objects meant to enhance bullying

Bullying is different from harassment or discrimination based on protected categories such as sex, race, or age. An employee can be disciplined for bullying regardless of whether the intended victim falls within a protected category

Retaliation for reporting bullying or threatening to report bullying is a violation of this policy.

Employees subjected to what they believe is bullying or retaliation for reporting or threatening to report bullying should immediately report that behavior, preferably in writing, to the Executive Director of LSU. An investigation will be conducted and a determination will be made if bullying occurred. If so, appropriate disciplinary action will be taken, up to and including termination.