

VIRIDIS GRADUATE INSTITUTE

Ecopsychology and Environmental Humanities

Anti-Bullying Policy

Viridis Graduate Institute considers our academic organization to function ecosystemically, therefore workplace (online or during ReWilding excursions) bullying unacceptable and will not tolerate it under any circumstances. This policy shall apply to all employees, regardless of his or her employee status (i.e. managerial vs. hourly, full-time vs. part-time, employee vs. independent contractor). Any employee found in violation of this policy will be disciplined, up to and including immediate termination. Independent contractors found to be in violation of this policy may be subject to contract cancellation.

Viridis Graduate Institute defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment that harms, intimidates, offends, degrades or humiliates an employee, whether verbal, physical or otherwise, at the place of work and/or in the course of employment.

Viridis Graduate Institute promotes a healthy ecosystem workplace culture where all employees are able to work in an environment free of bullying behavior. Any reports of this type will be treated seriously, investigated promptly and impartially. Viridis Graduate Institute will protect an employee who reports bullying conduct from retaliation or reprisal.

Viridis Graduate Institute considers the following types of behavior to constitute workplace bullying:

- Staring, glaring or other nonverbal demonstrations of hostility;
- Exclusion or social isolation;
- Excessive monitoring or micro-managing;
- Online or in person harassment;
- Being held to a different standard than the rest of an employee's work group;
- Consistent ignoring or interrupting of an employee in front of co-workers;
- Personal attacks (angry outbursts, excessive profanity, or name-calling);
- Encouragement of others to turn against the targeted employee;
- Sabotage of a co-worker's work product or undermining of an employee's work performance;
- Stalking;

- Unwelcome touching or unconsented-to touching;
- Invasion of another's person's personal space,
- Unreasonable interference with an employee's ability to do his or her work;
- Repeated infliction of verbal abuse, such as the use of derogatory remarks, insults and epithets;
- Conduct that a reasonable person would find hostile, offensive, and unrelated to the employer's legitimate business interests.

Individuals who believe they have experienced conduct that they believe violates this policy, or who have concerns about such matters, should report their complaints verbally or in writing to:

President: Dr. Lori Pye

805-889-0169

loripye@viridisedu.org

The availability of this complaint procedure does not preclude individuals who believe they are being subjected to bullying conduct from promptly advising the offender that his or her behavior is unwelcome and requesting that such behavior immediately stop.