

Workplace Bullying Policy

This policy applies to allegations of employees bullying other employees.

This policy is to communicate to all employees, including supervisors, managers and executives, that Fargo Public Schools will not in any instance tolerate bullying behavior. Employees found in violation of this policy will be disciplined, up to and including termination.

For the purposes of this policy, Fargo Public Schools defines workplace bullying as repeated, health-harming mistreatment of one or more people by one or more perpetrators. It is abusive conduct that includes:

- Threatening, humiliating or intimidating behaviors.
- Work interference/sabotage that prevents work from getting done.
- Verbal abuse.

FPS considers the following types of behavior examples of bullying:

- Verbal bullying. Slandering, ridiculing or maligning a person or his or her family; persistent name-calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks.
- Physical bullying. Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault, damage to a person's work area or property.
- Gesture bullying. Nonverbal gestures that can convey threatening messages.
- Exclusion. Socially or physically excluding or disregarding a person in work-related activities

Individuals who feel they have experienced bullying should report this to their supervisor or to Human Capital before the conduct becomes severe or pervasive. All employees are strongly encouraged to report any bullying conduct they experience or witness as soon as possible to allow Fargo Public Schools to take appropriate action.

Adopted 8/2023