



## Policy and Procedure

<b>Policy Name:</b>	Bullying Policy
<b>Responsible office:</b>	Administration
<b>Approved by:</b>	C. Wynd
<b>Issued:</b>	8/1/2015
<b>Revisions:</b>	7/1/2016
<b>Current Version Posted:</b>	7/5/2016

### Policy Statement

Mount Carmel College of Nursing is committed to maintaining an institutional climate that fosters an open learning and working environment. It is the College's policy that bullying and oral harassment are unacceptable behaviors that will not be tolerated or condoned by the College.

Bullying includes repeated and/or severe, aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person physically or mentally. It also includes speaking to another person in a loud, abusive, rough, or threatening manner which creates an intimidating, hostile, or offensive teaching/ learning/working environment. It could also include racial, religious, cultural, homophobic, special educational needs, disability, and cyber (social website, mobile phones, text messages, photographs, and email) bullying.

Any bullying alleged to be based on:

- gender or sex will be processed the Title IX Policy and any reports are to be made under the procedures set forth in that policy; or
- any other protected class will be processed under the Anti-Discrimination Anti-Harassment Policy and any reports are to be made under the procedures set forth in that policy.

A student is encouraged to report any other alleged instances of bullying to the Compliance Officer. The Compliance Officer may be contacted at 614-234-5021 or [equity@mccn.edu](mailto:equity@mccn.edu) or at the Mount Carmel College of Nursing 2C13 Marian Hall Columbus, Ohio 43222. The Compliance Officer will assist the student in determining which internal complaint process is appropriate. If the complaint is against an employee, the Compliance Officer will direct the student to MCHS Human Resources.

If the complaint is against a student, the Compliance Officer will conduct an investigation to determine whether a violation of this Policy has occurred, including the extent and severity of the violation. Every effort will be made to resolve the Complaint. Depending on the severity of the Complaint, the Compliance Officer, may in his/her discretion, refer Complaint to the student discipline process as described in the Anti-



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Discrimination and Anti-Harassment Policy. The procedures that will be followed and the consequences of violation of this Policy are those set forth in the Anti-Discrimination and Anti-Harassment Policy in the following Sections:

- Disciplinary Process;
- Confidentiality;
- Resources and Support Services;
- False Information; and
- Retaliation.