

OHSU Code of Conduct

Bullying: Any behavior that is **repeated, systematic and directed towards an individual or group of individuals** which a reasonable person would expect to **victimize, humiliate, undermine or threaten** that individual or group and which creates a risk to health and safety. Intimidation is a form of bullying where someone acts aggressively in a manner that causes someone else to reasonably fear physical harm.

- Speak up, be direct and tell a person if you are upset by his or her actions or inappropriate language. If possible, explain why and ask him or her to stop.
- Make a formal complaint if the behavior continues, if you are uncomfortable taking a direct approach, or when such resolution is not possible or appropriate.
- If someone says you are offending him or her with your words or actions, you should stop at once, even if you believe you are acting innocently or inoffensively.



Policy on Prohibition on Bullying –DRAFT NOT FINAL

Policy Scope and Application. This Policy aims to foster a community built on mutual respect and trust while also **not interfering** with academic freedom, reasoned dissent, or legitimate educational or employment-related feedback. The Policy is intended to educate OHSU Members about bullying and to provide informal and formal mechanisms for addressing and rectifying behaviors that breach the standard of mutual respect and trust.

Bullying, often used to describe **hostile and abusive behavior or power-based harassment**, is defined in this Policy as harmful interpersonal aggression by **words or actions that humiliate, degrade, demean, intimidate, and/or threaten an individual or individuals**. For a violation of the Policy to occur, such aggression must be **sufficiently pervasive, persistent, and/or severe** that a reasonable person would be excluded from participation in or denied the benefits of OHSU's educational or work programs or activities. Unless sufficiently pervasive, persistent and/or severe, a single act typically would not constitute bullying.



Prohibition on Bullying -DRAFT

Bullying may include:

Abusive expression directed at an individual or individuals, such as derogatory remarks, epithets, or attacks that are outside the range of commonly accepted expressions of disagreement, disapproval, or critique in an academic community and professional setting that respects free expression.

Verbal or nonverbal, spoken or written, recorded, visual, or digital, including content posted to online platforms, academic tools, or social media sites. Conspicuous and unwarranted exclusion or isolation of an individual or individuals, with the effect of harming their reputation/learning in the workplace and/or learning environment

- 1. Sabotage or threatened sabotage** of the studies, work, or career advancement of an individual or individuals.
 - Interfering or threatening to interfere with a person's visa status.
 - Spreading false or misleading information or malicious rumors.
 - Sharing confidential information about another person without a legitimate educational or employment purpose.
 - Interfering with a person's personal property or work equipment.
 - Damaging or destroying a person's work.
- 2. Abuse of authority**, such as using inappropriate threats or retaliation in the exercise of authority, supervision, or guidance, or impeding or attempting to impede another person from exercising rights under any of OHSU's policies or procedures.



AAEO/ OCIC Submit a Report

- You are encouraged to report to AAEO any incident of discrimination or harassment, including any form of [sexual misconduct or retaliation](#). You may wish to first consult with the [Confidential Advocacy Program \(CAP\)](#), a free and confidential resource who can assist before and throughout the reporting process.
- Begin the online form below. If you would prefer to fill out a PDF, you may [download a fillable form](#)
- If you are in immediate crisis, call 911 or 503-494-4444.
- Confidentiality and non-retaliation
- AAEO investigations are kept confidential to the extent possible under OHSU policies; and information will only be shared on a need to know basis pursuant to AAEO's investigation protocol or as required by law. OHSU prohibits retaliation against individuals who file a complaint or who participate in an investigation. Alleged retaliation will be investigated and may result in disciplinary action, up to and including dismissal.