

BULLYING & HAZING POLICY

Bullying & Hazing Policy

Bay Path University and Cambridge College are committed to establishing and maintaining an educational environment that is free from bullying and hazing as defined below.

Bullying

Bullying is systematic intentional behavior that threatens, intimidates, or is intended to threaten or intimidate others. Bullying may take many forms, including but not limited to, repeated unwanted physical, verbal, or written acts, which are hostile or offensive; that target at an individual or group and create an intimidating and/or threatening environment or a risk of psychological and/or physical harm. Bullying may manifest as cyber stalking or cyber bullying as well as behaviors such as ignoring or dismissing individuals or groups.

Bullying includes the following:

- “Harassment” which includes but is not limited to:
 - a. “Physical Assault,” which includes but is not limited to physical attack upon or physical interference with a person which prevents the person from conducting their customary or usual affairs, puts the person in fear for their physical safety, and causes the person to suffer actual physical injury including but not limited to hitting, kicking, spitting, and biting. The University has special concern for incidents in which students are subject to physical assault because of membership in a particular racial, religious, gender and sexual orientation group, disability, or veteran status.
 - b. “Hostile Behaviors,” or inappropriate behaviors that are harmful or damaging to an individual and/or property. Hostile Behaviors include, but are not limited to, ones that are intimidating, threatening, disruptive, humiliating, sarcastic or vicious. Offensive behaviors may include, but are not limited to, inappropriate behaviors such as abusive language, derogatory remarks, insults, vulgar language, swearing, shouting, or use of obscene or mocking gestures. The University has special concern for incidents in which students are subject to physical assault because of membership in a particular racial, religious, gender and sexual orientation group, disability or veteran status.

Hazing

Hazing includes but is not limited to any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person, such as: extended deprivation of sleep or rest, forced consumption of food, liquor, beverage and drugs, beating or branding, other acts intended to cause degradation or humiliation, or acts that destroy or remove public or private property.

In response to allegations of hazing, it is not a defense that:

1. The victim gave consent to the conduct;
2. The conduct was not part of an official organizational event or sanctioned or approved by the organization; or
3. The conduct was not required as a condition of membership in the organization.

Sanctions

Any student who organizes or participates in bullying or hazing will be subject to sanctions as defined in the Student Code of Conduct, including

dismissal. Further, hazing is a criminal offense in the Commonwealth of Massachusetts and is punishable by fine and/or imprisonment.

Puerto Rico-Specific Policy & Protocol

For students at the Puerto Rico Campus, the protocol detailed below governs investigations and determinations of claims of harassment, intimidation or bullying that would, if proven, constitute a violation of The Government of Puerto Rico, Law No. 85 of 2017, also known as the Alexander Santiago Martínez Law.

The justification for this Protocol is to establish a secure and safe environment free of harassment, intimidation, bullying, and cyberbullying for students so they can learn in an academic environment free from acts of violence, harassment, intimidation and bullying or cyberbullying: behaviors that interfere with the ability to learn in the state’s public and private education system.

As specified by the Alexander Santiago Martínez Law, the following types of harassment and intimidation will violate this Protocol:

1. Harassment and intimidation and/or “Bullying”: any pattern of actions carried out intentionally, whether through psychological, physical, cybernetic or social abuse, that has the effect of frightening a student or a group of students and interfering with them, their school opportunities and their performance, both in the classroom, school campus, and in their immediate social environment. Harassment and intimidation and/or bullying must be a pattern of harassment, consisting of more than one act, continuous or not, and usually extending over weeks, months and even years.
2. Harassment and intimidation by any electronic means and/or through the use of the Internet and/or “Cyberbullying”: is the use of any oral, written, visual or textual electronic communication, made with the purpose of harassing, annoying, and intimidating a student or a group of students; and that typically results in harm to the affected student’s physical, mental, or emotional integrity and/or property, and unwelcome interference with the affected student’s opportunities, performance, and benefit. Although the actions may not originate in the school or in the immediate school environment, cyberbullying has serious repercussions and adverse consequences in the educational environment.

Complaints & Institutional Response

As an institution, we promote a positive culture of zero tolerance to violence, harassment, intimidation, bullying or cyberbullying. The entire community has the right to be respected, learn or teach, and feel secure in the academic environment. Accordingly, violence, intimidation, harassment, bullying or cyberbullying is a violation of a person’s rights, dignity, and integrity, and is contrary to the mission and values of the University. We take all complaints seriously and are committed to providing information, education, resources, support, interim supportive measures, and direction to the community to prevent and address acts of violence, intimidation, harassment, bullying or cyberbullying committed against any member of the community.

In response to complaints of acts of violence, intimidation, harassment, bullying or cyberbullying we will take all appropriate steps to eliminate the harassment, prevent its recurrence, and address its effects.

We reserve the right to amend, supplement, or modify this policy at any time consistent with state and federal policies as well as with the Government of Puerto Rico, Law No. 85 of 2017 and its implementing regulations as they may be amended from time to time.