**Prohibited Conduct**

**Bullying**

**Comprehensive Bullying Policy**

*Sample Policy Language:*

BULLYING

[Organization] defines bullying as repeated or targeted mistreatment of others that includes one or more of the following behaviors or, in the determination of [Organization], similar conduct.

Behavior can be considered bullying even if it occurs one time (e.g., such as with severe behavior), or is not severe, but its persistent nature has the effect of harming the individual physically, mentally or emotionally. Examples include:

* Physical intimidation, such as invading someone’s space or standing over someone
* Psychological or emotional abuse, such as humiliating, controlling, isolating, frightening, or gaslighting
* Verbal abuse including name calling, mocking, or directing profanity towards someone
* Written or electronic abuse (e.g., social media or cyber bullying)
* Undermining or intentionally interfering with someone’s work or participation in programs or services

[Organization] prohibits any and all conduct that may reasonably be interpreted as bullying behavior under this Policy, whether or not it rises to the level of a legal violation.

Reasonable and transparent supervisory practices, including performance management and discipline, are not, by themselves, bullying.

**Option 2: Addition to Anti-Harassment Policy**

[Organization] prohibits all forms of harassment, whether based on an individual’s identity or not. When such mistreatment is not directed at a person because of their identity, this behavior is referred to as bullying, and though not prohibited by law in most states or on the Federal level, it is prohibited by [Organization], and subject to the same terms described in the *Discrimination* and *Harassment* sections above.

Reasonable and transparent supervisory practices, including performance management or reviews, work assignments, coaching, and disciplinary actions, are not, by themselves, bullying.

Have a great policy you want to share? Email Keilim@JewishSacredSpaces.org.