



## Bullying Policy

### Harassment (Bullying)

No member of the community may libel, slander, or harass another person. Bullying includes, without limitation, the following:

1. Verbal abuse such as name-calling, insults, or offensive language.
2. Humiliating comments or mocking someone's appearance, abilities, or background.
3. Physical intimidation such as hitting, pushing, kicking, or other physical aggression.
4. Damaging or stealing personal belongings.
5. Social exclusion, spreading rumors, or damaging relationships.
6. Deliberately excluding someone from activities or groups.
7. Spreading rumors or false information to harm someone's reputation.

### Reporting Harassment (Bullying) and Complaint Procedure

Any student who believes he/she has been subjected to harassment (bullying) may file a complaint to the Vice Presidency for Innovation in Student Services (face-to-face or online through [complaints@pupr.edu](mailto:complaints@pupr.edu)).

1. Complainant will include a description of the alleged discrimination and the nature of the remedy desired.
2. A private interview (face-to-face or virtual) with the complainant will be conducted by a representative from the Vice Presidency for Innovation in Student Services.
3. The Vice Presidency for Innovation in Student Services will appoint a committee to evaluate the complaint.
4. The investigation by the committee will include interviewing witnesses (face-to-face or virtual), collect documentation, and seek any additional information necessary. In conducting the investigation, the committee shall have unrestricted access to all pertinent materials, records, reports, and documents in possession of any University student or personnel and shall be afforded the opportunity to interview all people possessing relevant information.
5. A final written determination, setting forth the committee's decision will be sent to both the complainant and the respondent.