

Anti-Bullying and Harassment Policy

Prohibition Against Bullying and Harassment

The Association of Texas Midwives recognizes the negative impacts of bullying and harassment upon the practice and profession of midwifery in Texas. We do not tolerate violence, manipulation or coercion of any kind by any source.

Definition of Bullying

Bullying is deliberate, purposeful, and repeated health harming mistreatment that takes the form of verbal abuse; conduct or behaviors that are threatening, intimidating, or humiliating; sabotage that prevents work from getting done; or some combination of the three. It is psychological violence—sublethal and nonphysical — a mix of verbal and strategic assaults to prevent the target (the victim) from performing well.

Types of bullying include:

- **Physical Bullying:** Occurs when someone uses physical actions to gain power and control over their targets.
- **Verbal Bullying:** The use of words, statements, and name-calling to gain power and control over a target; this includes the use of coercion.
- **Emotional Bullying or Relational Aggression:** A type of social manipulation where individuals try to hurt their peers or sabotage their social standing.
- **Cyber Bullying:** Use of the Internet, a cell phone or other technology to harass, threaten, embarrass or target another person.
- **Sexual Bullying:** Repeated, harmful and humiliating actions that target a person sexually.
- **Prejudicial Bullying:** Preconceived opinions toward people of different races, religions, age, sex, gender identity, or sexual orientation.

Bullying is NOT conflict

Bullying is different from conflict:

- Conflict is a disagreement or argument in which both sides express their views.
- Bullying is negative behavior directed by someone exerting power and control over another person.
- Bullying is done with a goal to hurt, harm, humiliate, or control. With bullying, there is often a power imbalance between those involved, with power defined as elevated social status, being physically larger, or as part of a group against an individual.

Conflict vs. Bullying – What is the Difference?	
Conflict	Bullying
Disagreement or argument in which both sides express their views	Goal is to hurt, harm, or humiliate
Equal power between those involved	Person bullying has more power*
Generally, stop and change behavior when they realize it is hurting someone	Continue behavior when they realize it is hurting someone
	*“Power” can mean the person bullying is older, bigger, stronger, more popular, more influential, or has more authority.
Adapted from Pacer’s National Bullying Prevention Center. https://www.pacer.org/bullying/resources/questions-answered/conflict-vs-bullying.asp	

Definition of Harassment

Harassment means written, verbal or physical conduct that adversely affects the ability of one or more students to participate in or benefit from the school's educational program, clinical training, or activities because the conduct is so severe, persistent or pervasive. This includes conduct that is based on a student's actual or perceived race, color, national origin, sex, disability, sexual orientation, gender identity or expression, religion or any other distinguishing characteristics that may be defined by the state or local educational agency. This also includes association with a person or group with one or more of the abovementioned characteristics, whether actual or perceived.

Scope

This policy covers conduct that takes place at school-sponsored activities such as workshops and within the clinical setting. This policy includes the usage of electronic technology and electronic communications, computers, networks, forums, Facebook or other social media, and mailing lists. This policy applies to the entire school community, including workshop instructors, preceptors, school staff, students, and volunteers.

Reporting Bullying and Harassment

- Allegations of bullying or harassment of a student by a preceptor or a preceptor by a student shall be reported in writing via email to the Clinical Supervisor who will notify the ATMMTP Education Committee.
- Allegations of bullying or harassment of a student by another student or by an ATMMTP staff member shall be reported in writing via email to the Course Coordinator who will notify the ATMMTP Education Committee.
- The Education Committee will be responsible for investigating the allegation in a timely manner and determining appropriate disciplinary action.

Anonymous Reports

Reports may be filed anonymously. However, disciplinary action cannot be taken solely based on an anonymous report. Anonymous reports will be investigated with the same procedure, timeliness and vigor as other reports and disciplinary action can occur based on the results of the investigation.

False Reports

Students who file false reports of bullying or harassment will be subject to disciplinary action.

Responsibility of Students

Any student who observes an act of bullying or harassment should report the bullying or harassment to the appropriate school administrator.

Responsibility of Staff

All staff members will take reasonable measures to prevent bullying and harassment and are obligated to report any such acts that come to their attention.

Retaliation

Retaliation or threats of retaliation meant to intimidate the victim of bullying or harassment or toward those investigating the incident will not be tolerated.

Investigation of Bullying and Harassment

- Disciplinary actions for bullying and harassment by a preceptor or other ATMMTP staff may include but are not limited to warnings, dismissal, re-education and loss of preceptor certification.
- Disciplinary actions for bullying and harassment by a student may include but are not limited to warnings, academic probation, re-education and dismissal from the ATMMTP.