



Harassment and Bullying Policy



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Hult International Business School is committed to protecting employees and students and to promoting an atmosphere free from harassment and bullying, where everyone is treated with dignity and respect.

The School does not discriminate on the basis of race, color, national or ethnic origin, sex, sexual orientation, age, religion, or physical disability in admission to, access to, or treatment in its programs and activities. The School strictly prohibits sexual, racial, and other types of harassment of students, staff, and faculty. Words, gestures, actions, or other behavior which tends to alarm, intimidate, ridicule, embarrass, or insult individuals, or which tends to create a hostile or abusive environment, will not be tolerated and may subject the individual to dismissal from the School.

Harassment is defined as "unwanted conduct which has the purpose or effect of: a) violating a person's dignity, or b) creating an intimidating, hostile, degrading, humiliating or offensive environment for a person".

Bullying is a form of harassment where normally, someone in a position of authority abuses their power and attempts to undermine an individual or group by displaying threatening and abusive behavior. In both harassment and bullying, the abusive behavior is unwanted by the recipient and normally continues after the harassed or bullied individual has expressed that they want it to stop. It could also happen on a one-off basis. This behavior affects individual's self-worth and can cause high stress- levels. Examples of abusive and unacceptable behavior include unwanted physical contact and verbal conduct (patronizing language/ inappropriate jokes, suggestive remarks), isolating and ridiculing.

Whenever possible, Hult encourages students to try to resolve harassment and bullying incidents informally. There may be instances, where due to the incident's seriousness it would only be appropriate to resolve matters formally.

If the student is comfortable, it is recommended that the student should go and talk to the person concerned and explain to them that their behavior is causing offence and ask them to stop. It is best to approach the person at the earliest opportunity to prevent the behavior from escalating.

Hult encourages students who might be subject to any of the behaviors described above to keep accurate written record of any incidents. Students should document: date, time and location of the incident, details on the behavior displayed and information on any witnesses.

The Student Honor Conduct and disciplinary process operate in conjunction with, and in support of, the procedures and codes of conduct of professional bodies and other school policies and regulations. Where an allegation of harassment or bullying has been made, the disciplinary process recognizes that what one individual considers acceptable may cause distress to another and therefore takes into consideration the perceptions and feelings of those involved. In determining whether or not an allegation of harassment or bullying is upheld or not, the Disciplinary Committee will apply the test of reasonableness and will make a decision on the balance of probabilities, even where there may not be corroborative evidence available.