

PADUCAH-McCRACKEN COUNTY SENIOR CENTER

ANTI-BULLYING (2015)

POLICY:

Paducah-McCracken County Senior Citizens is committed to all services being provided in a safe and civil environment. The intent of this policy is to protect seniors, employees, and volunteers from harassment, intimidation, or bullying.

Bullying Defined

Harassment, intimidation, or bullying means any intentional written, verbal, or physical act, when act:

- Physically harms a person or damages the person's property;
- Has the effect of substantially interfering with a person's ability to obtain services or perform their job duties;
- Is severe, persistent, or pervasive that it creates an intimidating or threatening Environment.
- Has the effect of substantially disrupting the orderly operation of the facility.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions.

"Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the actions.

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited.

PROCEDURE:

Paducah-McCracken County Senior Citizens will follow the Grievance procedure Guidelines posted for any reported incident of bullying