

Bristol's Title IX Policy

The key thing to note is that the state of Massachusetts does not have any law for workplace bullying beyond the State Harassment in the Workplace statement.

Definition from the U.S. Equal Opportunity Commission

<https://www.eeoc.gov/harassment>

<https://www.eeoc.gov/questions-and-answers-employees-harassment-work>

State of Massachusetts Harassment in the Workplace (We are a state agency)

<https://www.mass.gov/info-details/about-harassment-in-the-workplace>

Hostile Work Environment Harassment

Hostile work environment harassment occurs when conduct is objectively and subjectively offensive and interferes with an employee's work performance by creating a workplace that is intimidating, hostile, humiliating, and/or offensive based on the actual, perceived, or associational membership of a protected class.

<https://www.mass.gov/doc/mcad-guidelines-on-harassment-in-the-workplace/download>

It would be nice if Bristol created a policy around Workplace bullying. This is a policy from another institution.

From University of Mary Washington - [Policy Example of Bullying in the Workplace](#)