

HUMAN RESOURCES PRESENTS

HR Inquiries

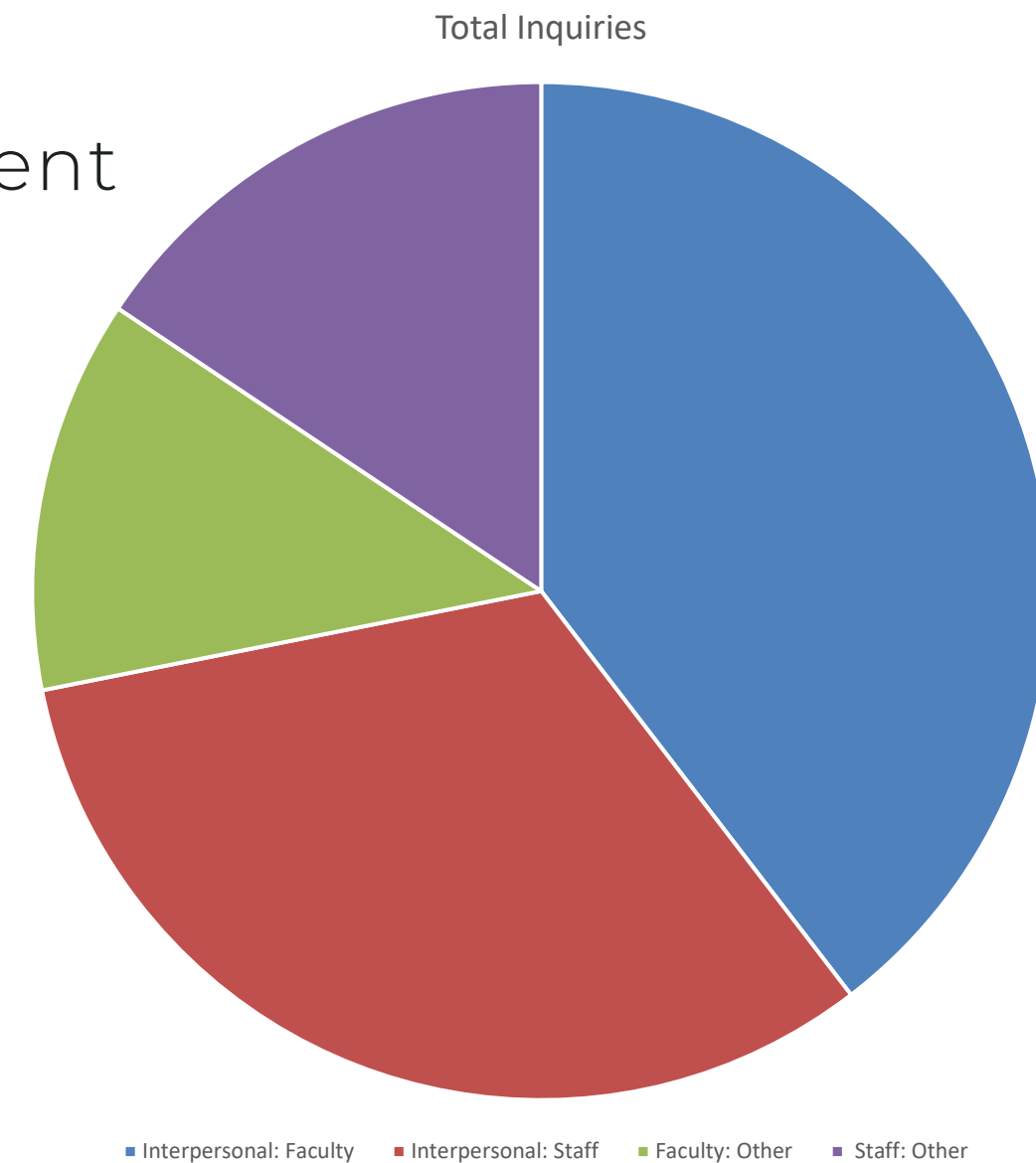
Faculty Assembly May 2024

UCCS Human Resources
UNIVERSITY OF COLORADO
COLORADO SPRINGS

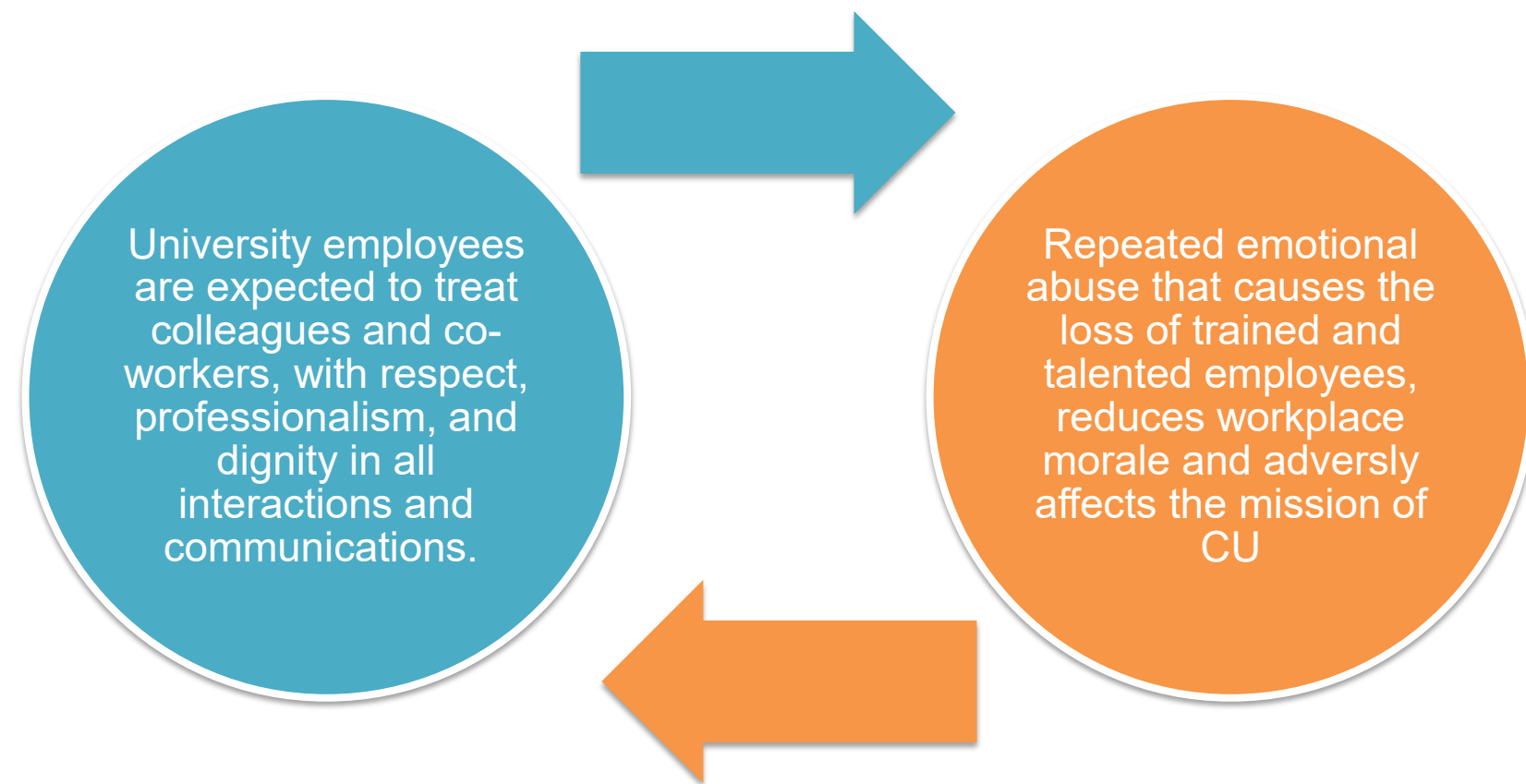


2024 Faculty HR Inquiries

- 96 total Staff and Faculty September 2023-current
 - 38 Faculty: Interpersonal
 - 31 Staff: Interpersonal cases
 - 12 Faculty: Other
 - 15 Staff: Other



Code of Conduct and Workplace Bullying Policy



[APS 2027 - Code of Conduct | University of Colorado \(cu.edu\)](#)

[APS 5059 - Workplace Bullying | University of Colorado \(cu.edu\)](#)



HR INQUIRY PROCESS

A. When Human Resources (“HR”) receives a complaint of *workplace bullying*, HR will begin an inquiry into the matter and determine if the employee accused of *workplace bullying* is in violation of APS 5059.

i. HR has discretion to determine the appropriate inquiry process for individual complaints. The inquiry process may include:

i. An interview with the employee reporting *workplace bullying*;

ii. An interview with the employee accused of *workplace bullying*;

iii. A review of prior reports regarding either employee;

iv. Interviews with other witnesses who may have knowledge of the alleged incident;

v. Review of other relevant documentation and/or evidence.

B. Nothing shall limit HR’s ability to address a report of *workplace bullying* through more informal means, as determined appropriate by HR.

HR INQUIRY RESOLU

- A. If HR substantiates an instance of *workplace bullying*, HR will inform the employee's supervisor of the substantiated instance. The supervisor should consider such a substantiated instance of *workplace bullying* in evaluating that employee's performance and should consult with HR when determining appropriate action.
- B. An employee who is found to have engaged in *workplace bullying* may be subject to corrective and/or disciplinary action, up to and including termination, or other action as determined appropriate by the appointing authority, in consultation with HR.

ZERO RETALATION POLICY

Retaliation

Any adverse action threatened or taken against a person because an individual has filed, supported or provided information in connection with a complaint of workplace bullying. An “adverse action” is any conduct or action that would dissuade a reasonable person from reporting an allegation of workplace bullying or participating in an investigation of workplace bullying

RESOURCES AND FUTURE

RESOURCES:

- Mary Coussons-Reed
- HR
- Mediation through CSEAP
- Counseling through CSEAP
- Real Help Hotline

Future Projects:

- Professional Rights and Responsibility (PRR)
- Formal Grievance policy and procedure
- Possible contracted Ombuds
- Continued development of Faculty Relations positions

QUESTIONS?

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WEBSITE

<https://hr.uccs.edu>

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