

ROCKY HILL HOUSING AUTHORITY

36 WILLOW ROAD

ROCKY HILL, CT 06067

860-563-7868

smoores@rockyhillhousing.org

Objective

The purpose of this policy is to communicate to all Residents/Tenants that The Rocky Hill Housing Authority will not *in any instance* tolerate bullying behavior. Residents/Tenants found in violation of this policy under section 10-I (G) will be constituted as a serious nuisance.

Definition

The Rocky Hill Housing Authority defines bullying as repeated, health-harming mistreatment of one or more people by one or more perpetrators. It is abusive conduct that includes:

- Threatening, humiliating or intimidating behaviors.
- Interference/sabotage that prevents Residents/Tenants right to quiet use and peaceful enjoyment of the premises.
- Verbal abuse.

Such behavior violates The Rocky Hill Housing Authority's Code of Ethics, which clearly states that all Residents/Tenants will be treated with dignity and respect.

Examples

The Rocky Hill Housing Authority considers the following types of behavior examples of bullying:

- **Verbal bullying.** Slandering, ridiculing or maligning a person or his or her family; persistent name-calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks.
- **Physical bullying.** Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault, damage to a person's work area or property.
- **Gesture bullying.** Nonverbal gestures that can convey threatening messages.
- **Exclusion.** Socially or physically excluding or disregarding a person in housing-related activities.

In addition, the following examples may constitute or contribute to evidence of bullying at the housing authority:

- Persistent singling out of one person.
- Shouting or raising one's voice at an individual in public or in private.
- Using obscene or intimidating gestures.
- Personal insults and use of offensive nicknames.

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- Public humiliation in any form.
- Constant criticism
- Deliberately interfering with mail and other communications.
- Spreading rumors and gossip regarding individuals.
- Encouraging others to disregard the housing authority's Executive Director /Board of Commissioners instructions, rules and policies.
- Unwanted physical contact, physical abuse or threats of abuse to an individual or an individual's property (defacing or marking up property).

Individuals who feel they have experienced bullying should report this to the Executive Director in writing before the conduct becomes severe or pervasive.

All Tenants/Residents are strongly encouraged to report any bullying conduct they experience or witness as soon as possible to allow the Rocky Hill Housing Authority to take appropriate action.