

Inclusive Workplace FAQs

Why are the Inclusive Workplace trainings being held at Stockton University?

- These trainings were developed in direct response to the 2017 Faculty/Staff Campus Climate Survey results which indicated a need for “recurring training opportunities for faculty, staff, administrators, supervisors and managers in implicit bias, microaggressions, inclusion and anti-bullying.”

What are the goals of these Inclusive Workplace trainings?

- The goals of these trainings are to provide an understanding of the topics, encourage open dialogue, and share Stockton resources available to the community. We view these sessions as a starting point to additional trainings.

Does Stockton have a policy against harassment?

- Yes. The Policy Prohibiting Discrimination in the Workplace prohibits discrimination, harassment, and sexual harassment based on the following protected categories: “race, creed, color, national origin, nationality, ancestry, age, sex/gender (including pregnancy), marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or disability.”

Where do employees go to file a complaint around harassment?

- Complaints of harassment are filed with and handled by the Office of Institutional Diversity & Equity.

Does Stockton have a policy against bullying?

- Yes. Stockton University has a policy against bullying and cyberbullying. The Campus Conduct Code policy explicitly forbids bullying and cyberbullying as well as a number of other inappropriate behaviors. The Campus Conduct Code governs “the conduct of all administrators, faculty, staff, other employees, students, and all visitors, guests, and licensees and invitees while such persons are on the University campus or in University-owned or University-controlled facilities.”

How does Stockton University define bullying and where do employees go to file a complaint around bullying?

- Stockton’s Conduct Code defines bullying as, “Repeated and/or severe aggressive conduct that intimidates or intentionally harms or controls another person physically or emotionally, and is not protected by law.” Complaints of bullying in the workplace can be filed with the Office of Human Resources.

What is the Ombuds Office?

- The Ombuds Office is a safe, neutral, confidential, and informal resource available to all members of the Stockton community. An ombuds officer is a highly trained, third party selected by an institution, such as a university, to resolve employee complaints/disputes within the institution’s community in an informal manner that is consistent with alternative dispute resolution best practices. The ombuds officer listens to your concerns, clarifies procedures, discusses options, and, when requested, may act as an intermediary.