POSITION STATEMENT ON BULLYING

Mission & Advocacy
The Agency of Human Rights & Community Partnership’s (HRCP) mission is to proactively protect human rights, build capacities, and strengthen connections that result in stronger relationships in the community through collaboration, communication, and advocacy. The Agency and its Commissions under the Mayor - Denver African American Commission; Denver Asian Pacific Commission; Denver Commission on Aging; Denver Gay, Lesbian, Bi-sexual, Transgender (GLBT) Commission; Denver Latino Commission; Denver American Indian Commission; Denver Commission for People with Disabilities; Denver Women’s Commission, Denver Office for Strategic Partnerships Commission, and the Denver Immigrant and Refugee Commission - are dedicated to the principles of diversity, inclusion, ethnic, and religious tolerance. The Agency and the Commissions advocate for the safety of all residents in order to create and maintain environments that provide for effective communication, learning, enhanced self Esteem, and personal growth.

Background
Evidence-based study has shown that bullying is the most common form of violent act in our society and can have tremendous negative impacts on victims. Bullying is generally defined as a series of repeated abusive offensive, malicious, intimidating, and/or insulting behaviors or the abuse of power directed towards an individual or groups. Although most facts on bullying reveal it is a growing problem among children and teens, according to the National Institute of Occupational Safety Health (NIOSH), bullying has cost employers $3 billion dollars in lost productivity due to absenteeism, sick leave, and work resignation (Burns, 2011). The act of bullying, intimidation, and harassment promotes climates of fear which adversely affect the psychological, physical, and emotional condition of a victim.

Position Statement
HRCP is committed to maintaining human rights and dignity for all citizens of Denver. The Agency of HRCP and the Commissions of the Mayor oppose any type of bullying or harassments, including gang behavior or violence against all people – children, youth, the elderly, gay, lesbian, bi-sexual and transgender individuals, immigrants, refugees, people with disabilities, and women and men from all races, ethnicities, and ethnocentrism cultures. This includes opposition to workplace bullying. In addition, HRCP and Commissions supports Denver’s Code of Ethics (DRMC Section 2-51); Mayoral Executive Order No. 112, the Office of Human Resources Rule 15 pertaining to Code of Conduct, CRS 22-32-109.1(2) regarding safe school plans including conduct and discipline code, and House Bill 11-1254, a bill to reduce the frequency of bullying in Colorado schools.

Recommendations
It is the commitment of HRCP and its Commissioners to continue to advocate for human rights of all citizens and to take proactive measures to prevent bullying of any type. As such, HRCP and the Commissioners recommend the following actions:

1 See Reference Section for complete data citations.
• Facilitate the implementation of rules and regulations against bullying in schools, other organizations, and the community at large.
• Promote educational interventions at all levels, using anti-bullying laws and research as evidence-based approach towards the prevention of bullying.
• Advocate for the training of professionals, teachers and others to oversee and maintain compliance with HB11-1254 for the City and County of Denver.
• Encourage collaborative efforts of all partners against bullying and their active participation in the prevention of bullying in the community and the state.
• Foster the importance of reporting bullies to authorities and protecting whistleblowers from any form of retaliatory action towards them.

References for Position Statement

Approved this 28 day of June 2013.

Jane Frances Echeozo
HRCP Advisory Board Chairperson