

# BULLY FREE RESOLUTION

by

*The Murray Human Rights Commission*

**WHEREAS** Having civil, peaceful, and safe schools, businesses, and other community environments/settings is necessary for the well-being, health, happiness, and productivity of individuals. Therefore, the expectation is that all individuals in the City of Murray will conduct themselves in a manner in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of others. There is an expectation that individuals will treat others the way they want to be treated; and

**WHEREAS** Bullying is conduct that is intentional and often persistent, and that is reasonable considered to be hurtful, hostile, harmful, destructive, victimizing, abusive, rejecting, humiliating, dehumanizing, threatening, terrorizing, tormenting, intimidating, and disruptive. There is usually an imbalance of strength/power (physical and/or psychological) between the bully and the bullied person. Bullying is the most common form of violence; and

**WHEREAS** Examples of physical behaviors occurring in some bullying situations are tripping, strangling, hitting, slapping, elbowing, shouldering (slamming), setting property on fire, flushing someone's head in the toilet, cramming someone into his or her locker, hair pulling, poking, pushing, scratching, spitting on someone, throwing spit wads, kicking someone, stealing or damaging personal property, restraining, pinching, sexual harassment, etc.

**WHEREAS** Examples of verbal behaviors occurring in some bullying situations are hateful name-calling, insulting remarks and put-downs, repeated hurtful and/or humiliating teasing, racist remarks, threats and intimidation, insulting one's family, cruel or harassing telephone calls, etc.

**WHEREAS** Examples of social behaviors occurring in some bullying situations are turning someone's best friend against them, blackmailing, extorting, defaming, harmful gossiping, spreading nasty and malicious rumors and lies about someone, negative or threatening body language (facial expressions, stares, glares, positioning, etc.), excluding someone from a group with the intent to harm or humiliate (ostracizing or social rejection/isolation), encouraging others not to talk to or look at someone, hurtful or threatening graffiti, mean/nasty notes passed around or given to someone, hate petitions (promising to hate someone), stalking, etc.

**WHEREAS** Examples of behavior occurring in some cyber bullying situations include building a fake profile or website about someone with the intent to harm or humiliate them, posing as someone, mean, cruel, or threatening email and text messages, posting or encouraging others to post on the Internet private, personal, or sexual information pertaining to someone, posting a real or doctored image of a minor on the Internet, breaking into someone's password protected account or stealing or otherwise accessing passwords, posting any statement, whether true or false, intended to provoke or that actually provokes any third party to stalk or harass someone, signing up a person for a pornographic Internet site, without authorization of the person or a minor's parent or guardian, signing up an individual for electronic mailing lists or to receive junk electronic messages; and

**WHEREAS** Sexual bullying includes many of the behaviors listed above as well as exhibitionism, voyeurism, sexual propositioning, sexual slurs, sexual harassment, sexual abuse involving actual physical contact and sexual assault.

**WHEREAS** Bullying may be motivated either by but not limited to jealousy, anger, desire for social status, popularity, social acceptance, desire for power and control, bias or prejudice based upon any actual or perceived characteristic, such as race, color, appearance, intellect, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, social or economic status, or a mental, physical, or sensory disability or impairment, or by any other distinguishing characteristic; and

**WHEREAS** Such behavior should be considered bullying regardless of location, in neighborhoods, in schools, in universities, in churches, in workplaces, in city parks, in local theatres, in restaurants, on sidewalks and streets, etc.; and

**WHEREAS** Training/instruction and prevention strategies are critical components to any anti-bullying effort and should be evident in all public settings; and

**WHEREAS** Studies have reported that employees who have been or are targets of bullying at work tend to report their work environment more negatively than those not exposed to bullying; and

**WHEREAS** Individuals often do not repeat participation in community activities and services when they are bullied in those settings; and

**WHEREAS** Individuals have the right to an education, a work environment, and a community that is safe, peaceful, and civil; and

**NOW THEREFORE BE IT RESOLVED** The Murray Human Rights Commission strives to assure that each member of the community is valued and respected regardless of perceived differences. This commission recognizes the need for action to create safe, civil, and peaceful environments for individuals in the City of Murray.

**BE IT FUTHER RESOLVED** That the Murray Human Rights Commission launch a Bully Free Community Education Campaign to inform the community about the nature of bullying, why it must stop, and how it can be prevented. Additionally, the City and the Commission are encouraged to collaborate to develop a city ordinance against bullying.

Additionally, schools (public and private), businesses, and other community environments/settings are encouraged to formulate guidelines, policies, rules, and regulations against bullying on their property. They are also encouraged to provide comprehensive anti-bullying training for personnel and volunteers and implement prevention and intervention (response) strategies.

ADOPTED by the Human Rights Commission on this the 14 day of January, 2013.

**HUMAN RIGHTS COMMISSION  
CITY OF MURRAY, KENTUCKY**

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

---

Jody Cofer, Human Rights Commission Chair