

### 3.80 Prohibition of Bullying, Hazing and other Hostile Misconduct [v110819](#)

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New Mexico State University is committed to fostering a welcoming and inclusive environment in which all students, faculty, staff and visitors demonstrate respect and civility toward one another. Such an environment is essential to achievement of the university's mission. Bullying, hazing and other forms of hostile misconduct have no place within a community of scholars.

New Mexico State University does not permit or tolerate hazing, bullying, or other forms of hostile misconduct, nor retaliation against persons who report such misconduct. Some forms of such misconduct may violate the law; however, this policy also addresses misconduct which is not necessarily unlawful. This policy authorizes the University administration to adopt and amend rules and take other necessary actions to implement this policy.

This policy will be interpreted and implemented consistent with the rights to academic freedom and freedom of expression and will not be used to undermine a supervisor's reasonable management of the work unit. This policy, and the rules adopted pursuant to this authorization, do not create individual or group legal rights, whether contractual or otherwise, that do not exist under law.