



# CYBERBULLYING & HARRASSMENT POLICY



**FREED-HARDEMAN**  
UNIVERSITY

## PURPOSE

At Freed-Hardeman University, our mission is to help students develop their God-given talents for His glory by empowering them with an education that integrates Christian faith, scholarship, and service. We are committed to fostering a safe, respectful, and Christ-centered community where all individuals are valued and protected from harm physically, emotionally, and digitally.

## BIBLICAL FOUNDATION

[http://www.stophazing.org/laws/tn\\_law.htm](http://www.stophazing.org/laws/tn_law.htm)

Our policy is grounded in the spiritual pillars that shape our community:

- Love – *"Love the Lord your God... and love your neighbor as yourself."* (Matthew 22:37, 39)
- Discipleship – *"Go and make disciples... teaching them to obey everything I have commanded you."* (Matthew 28:19)
- Unity – *"Make every effort to keep the unity of the Spirit through the bond of peace."* (Ephesians 4:3)
- Integrity – *"The integrity of the upright guides them."* (Proverbs 11:3)
- Wisdom – *"The fear of the Lord is the beginning of wisdom."* (Proverbs 9:10)

These values call us to honor others with our words and actions, both in person and online.

## DEFINITIONS

**Cyberbullying** is any deliberate and repeated use of digital communication such as social media, text messaging, email, or other online platforms to harass, threaten, demean, embarrass, or target another individual.

**Harassment** includes any unwelcome conduct (verbal, visual, written, or physical) that is intimidating, hostile, or offensive, particularly when it creates a hostile environment or interferes with an individual's ability to participate in University life.

Examples include but are not limited to:

- Spreading harmful rumors online
- Sending threatening or demeaning messages
- Doxxing (publishing private or identifying information)
- Posting humiliating images or videos
- Repeated unwanted messages, stalking, or impersonation
- Offensive memes or jokes targeting a person's race, gender, faith, disability, or background

## POLICY STATEMENT

Cyberbullying and harassment whether occurring on or off campus, during school hours or outside of them, on personal or University-owned devices will not be tolerated at Freed-Hardeman University. This policy applies to all individuals currently enrolled as a student at Freed-Hardeman University whether school is currently in session or not.

All members of our campus community are expected to:

- Use communication tools in ways that reflect Christ's love and truth
- Refrain from sharing or participating in harmful digital content
- Report concerning or harmful behavior promptly and truthfully
- Act with integrity, wisdom, and a heart for reconciliation

## REPORTING AND RESPONSE PROCEDURES

Any student, faculty, or staff member who experiences or witnesses cyberbullying or harassment is encouraged to report the behavior immediately through one of the following channels:

- Dean of Student Life
- Dorm Supervisor
- Dean of Students
- Campus Safety and Security

Reports will be reviewed promptly, confidentially, and with care. Disciplinary responses may include:

- Mediation or restorative justice meetings
- Warnings or written reprimands
- Loss of campus privileges
- Counseling referral
- Probation, suspension, or expulsion (for serious or repeated offenses)



## **COMMITMENT TO CHRISTLIKE RESTORATION**

As a Christian institution, our goal is not only correction but transformation. Whenever possible, disciplinary action will be accompanied by opportunities for spiritual growth, mentorship, accountability, and reconciliation, in keeping with Matthew 18:15-17 and Galatians 6:1.

## **FINAL STATEMENT**

We call every student and staff member to live out our shared calling as ambassadors of Christ, treating each other with dignity, grace, and compassion. Together, we strive to create a digitally and relationally safe environment where all can grow in faith, wisdom, and integrity for His glory.



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