

Demonstration & Protest Policy

Overview

Loyola University Maryland strives to create an environment in which members of the community may discuss questions, express opinions, and debate issues publicly while respecting the rights of others. As a Catholic and Jesuit University, Loyola is committed to working for justice and walking alongside those who are marginalized. Our commitment requires embracing community members who may hold dissenting points of view. Students at Loyola are afforded several opportunities to make their voices heard, including the opportunity to express their views in a reasonable and civil manner and to meet peaceably on University property with other members of the University community. Loyola is committed to academic freedom standards, and to promoting speech and expression that foster an open exchange of ideas and opinions. Persons engaging in respectful protest should expect that others may disagree with them and voice their disagreement. This exchange of ideas is the hallmark of a pluralistic, healthy, and vibrant academic community.

Academic freedom does not mean that members of our community may say whatever they want wherever they want. Loyola University prohibits speech that violates the law, defames specific individuals, and/or constitutes a genuine threat to the University community. The freedom to express oneself does not excuse speech that violates the University's anti-harassment and anti-discrimination policies or that invades the rights of others, including their privacy and/or confidentiality.

As a Jesuit and Catholic University, Loyola University Maryland expects that members of the community always conduct themselves in respectful, caring, and thoughtful ways particularly when expressing varying point of views on contentious issues. Expression that is indecent, grossly obscene, or objectively offensive and severe or pervasive on matters such as race, sex, color, national or ethnic origin (including shared ancestry and ethnic characteristics), age, religion, disability, marital status, sexual orientation, genetic information, military status, gender or gender identity, or any other legally protected classification is inconsistent with the University Community Standards, applicable federal and state laws (including Title VI and Title IX), and will not be tolerated.

In keeping with the University's commitment to promoting speech and expression, Loyola respects the right of all members of the academic community to explore, discuss, and express opinions, and debate issues publicly in a civil, orderly, and safe manner. The University seeks to support voluntary assembly, making facilities reasonably available for peaceful assembly.

The opportunity to express oneself is subject to reasonable restrictions of time, place, and manner (as outlined in the guidelines), and does not include unlawful activity. In all events, the authorized use of any University forum for expression shall not imply acceptance or endorsement by the University of the views expressed. Loyola University Maryland will not allow disruptive behavior or disorderly conduct on its premises to interrupt its proper operation or the rights of others. Persons engaging in disruptive behavior or disorderly conduct shall be subject to disciplinary action.

Guidelines

These guidelines pertain to demonstrations, protests, and other organized gatherings on University property, during University-sponsored events, or using any other University-controlled forum. Such

demonstrations, protests, and gatherings must be organized and led by students, with an appropriate student development contact for the demonstration.

Sponsorship

Any Loyola University student may serve as a sponsor for a protest/demonstration on campus. Individuals, small groups of students and/or registered student organizations may plan a protest/demonstration on campus. In all cases, protest/demonstration organizers must meet with and register their event with the Director of Student Engagement. In addition to meeting with the Director of Student Engagement: Registered Student Organizations (RSOs) must meet with their group advisor/moderator to provide direct support for the planned protest; Affiliate Student Organizations (ASOs), must work with the Director (or designee) of department they represent (Student Engagement, ALANA Services, Residence Life & Housing, CCSJ, Campus Ministry).

Protest Registration Process

The first step in this process is to complete [this form on The Bridge](#) at least one business day prior to the planned event.

- Students must schedule this meeting with as much notice as possible following completion of the form. Notice will allow University staff time to work with the student(s) to assure the demonstration will abide by University guidelines and maximize the learning experience inherent in the process of a demonstration.
- The purpose of the meeting is to review the details of the proposed demonstration including proposed time, place, manner, planned size, and location for the event.
- Reservation of campus space (including any outdoor spaces) for any event will be contingent upon availability and should follow the guidelines and process established by Event Services. Student Engagement (or supporting offices) will help the student(s) coordinate the details and prepare for any additional needs (security, safety concerns, etc.).
- Tabling, handing out pamphlets, flyers, etc. may also be a form of protest/demonstration and must follow these guidelines. Produced posters, flyers, etc. must be approved through the University Posting Policy. The distribution of materials must not impede the normal operations of the University nor community members' ability to function in living, learning, and/or working on campus.
- The University has ultimate discretion to determine the most appropriate location for an approved event; for instance, the University may require the demonstration be held in the outdoor seating area outside McManus Theatre.
- Counter-protesters may also submit the registration form and the location of the counter protest will be separated from the original protest to protect the health and safety of all involved.

Responsibility of Student Organizers

Once the details of the demonstration have been confirmed, student organizers with support from the Office of Student Engagement (or supporting department), are responsible for notifying the Office of the Vice President for Student Development and Public Safety of the planned demonstration. Student organizers are also responsible for maintaining peace and order, which includes educating participants about the University's expectations. Individuals or groups who organize the event are accountable for the conduct of their guests and may be subject to

disciplinary action, as the responsible party for violations of University policy incurred by their guests.

During a demonstration, the expression of viewpoints may invite or elicit a response from others, including counter-protestors or passersby. In all circumstances, others' right to personal expression may not be denied. Organizers should be aware that other demonstrations may also be approved that may include opposing views. Maintaining peace and order is especially important under these circumstances to support a rich campus environment that is accepting of divergent expression. The University supports academic freedom and recognizes that not all speech and expression align with our University values and mission. Organizers should review the Community Standards for University policies related to harassment, discrimination, bias incidents, hate speech, and bullying. Organizers will be referred to the Office of Student Conduct should incidents of harassment, bias, hate speech or bullying be reported.

Student organizers of demonstrations, protests, organized gatherings, etc. must ensure the following:

- The demonstration prioritizes the safety of those involved, as well as the safety of those not involved in the demonstration, including those who disagree with the position taken by the organizers.
- The demonstration permits the continued operation of University functions and is not disruptive-i.e., allows free movement about campus; allows classes and University-sponsored events to continue unhindered and uninterrupted (including excessive noise in or near academic buildings); allows other students, faculty, administrators, staff, contractors, and visitors to conduct their business in academic, administrative, athletic, dining and residence hall spaces; allows entrance and egress from University buildings and grounds as needed.
- Proper support from public safety and the student development division. Public safety officers and student development staff members serve two main roles – ensure the health and safety of the demonstration and provide witness to the event. Student organizers should meet with staff and officers present at the event prior to its beginning and keep the lines of communication open throughout the event should concerns arise.
- Use of any voice projection (microphones, megaphone, etc.) must be pre-approved as part of the demonstration/protest registration process.
- Use of any banners, structures, furniture, or other free/permanent standing structures must follow the posting policy and be pre-approved by the Office of Student Engagement. No encampments nor any fixtures to the University landscape will be permitted as our campus has been identified as an arboretum and the University natural environment must be preserved.
- Demonstrations must take place in the reserved location and any march/movement around campus will be permitted outdoors only. Any march intentions should be discussed with the Office of Student Engagement (or supporting department) and planned appropriately. Demonstrations will not be permitted inside residence halls, dining halls, athletic facilities, classrooms, or offices.
- The demonstration respects and preserves University property, including building opening and closing times, facility cleanliness and appearance, and structural integrity.

- Those who attend the demonstration must not engage in any violent or threatening behavior and must abide by all state and federal laws and any University policy.
- As stated in the University Community Standards, those attending the protest should produce their University ID when asked.
- All attendees should be made aware of University policies at the beginning of the demonstration/protest.

Protest organizers will be referred to the Office of Student Conduct for any violations of this policy. Organizers should be aware that expression can have an adverse impact on members of the community particularly when implicit or other bias occurs. Organizers can be held responsible for that impact regardless of their intent during the demonstration.

Presence of University Personnel

Student organizers should expect University personnel, including Campus Police, to be present for all or part of the event. This presence is often necessary to ensure organizers' own rights are protected and the University's regular operations and activities are not interrupted. Loyola employees present at the event do not necessarily support or represent the content of the expression provided at the demonstration.

Presence of Non-University Community Members

Non-University members of the community, including alumni, are not permitted to host, sponsor, or participate in a campus demonstration without the explicit permission of the Director of Student Engagement. Guests at a demonstration will only be permitted if speaking at an event if invited by the student organizers and in support of the free exchange of ideas. The guest(s) must be registered with the Office of Student Engagement and must provide a copy of their identification card, and disclosure of any organizations they represent. Campus guests are expected to follow all University policies; failure to do so may result in the issuance of a no-trespassing order and referral for charges to the Baltimore Police Department.

Conclusion of the Demonstration

The length of any given demonstration may vary. Demonstrations will usually be permitted to continue until and unless University officials determine that University operations and/or the rights of others have been compromised. This includes staff who may be attempting to close facilities according to the established closing hours of buildings. Students will only be able to occupy space according to the reserved time given. Students will not be permitted to demonstrate/protest overnight.

At the conclusion of any demonstration, the student organizers are expected to make a reasonable effort to return the grounds/area to the condition it was in before the event. This includes properly disposing of all trash. Any unanticipated and accidental property damage should be reported to University administrators immediately. Any property damage related to a demonstration (whether peaceful or disruptive) may result in the assessment of fees for cleaning, repairs, and replacement of property to the organization or individuals involved in both.

Violations of the policy

Event organizers will be notified if the protest guidelines have been violated. At the first notification, organizers will have an opportunity to immediately comply with the University guidelines. Following a second notification, organizers will be told that the protest needs to cease, rescheduled for

another time with a follow up educational meeting with the Director of Student Engagement and the advisor. On the third notification, Public Safety (and Baltimore City Police Department) will disband the protest which could lead to arrests. Failure to comply with University personnel may result in a referral to the Office of Student Conduct or the Baltimore City Police Department for criminal investigation.

Protests/demonstrations may be disbanded immediately should University policies be violated, including but not limited to vandalism, disruption to campus operations, lewd/disrespectful speech, harassment/discrimination, interference by non-University guests, or endangering the safety and well-being of the University community.