

# Demonstrations Policy

Policy Number:	To be determined	Effective Date	October 7, 2024
Responsible Office	Student Life and Human Resources	Most recent revision Date	Not Applicable
Responsible Party (TITLE ONLY)	Dean of Students Director of Human Resources	Telephone number and email	'dos@holyfamily.edu/267-341-3204 lradecke@holyfamily.edu/267-341-3479

## Policy Purpose

Holy Family University values and defends the right to free speech and expression by University faculty and staff employees on University property, provided that the exercise of such speech or expression does not violate the law or applicable University policies.

Holy Family University employees and students are free to peacefully conduct demonstrations on campus. However, they may not disrupt activities on campus, nor may they obstruct or otherwise interfere with the freedom of others to hear from speakers or otherwise participate in a campus event.

This policy sets forth approved University procedures and expectations for conducting demonstrations on campus.

Holy Family University is a private institution. Accordingly, the University reserves the right to limit the time, place and manner of demonstrations that occur on its private property.

## Scope of Policy

This policy applies to all current University faculty, staff, and students while on University Property or at University-Sponsored Events for the purpose of participating in or attending a demonstration.

## Stakeholders/Individuals and Entities Affected by this Policy.

Current University faculty, staff, and students.

## Keywords and Definitions

1. **Demonstration** means a public meeting, gathering, protest, or other activity to express views, disagreement with, or support for a subject or cause. Types of demonstrations include, but are not limited to: marches, parades, protests, picketing, or sit-ins.
2. **University** means Holy Family University and its current employees and current students of Holy Family
3. **University Property** means any building, land, or space, including, but not limited to, grassy areas, entrances, and exits to campus, parking lots, sidewalks, paths, stairways, or platforms that are owned, leased, or otherwise controlled by Holy Family University.

4. **University-Sponsored Events** means events held on Holy Family University-owned, leased, or rented property, which such event is sponsored by a specific department, recognized student organization, or University entity.

## **Statement of Policy and Procedure**

### **Procedure for obtaining authorization to hold a demonstration:**

#### **Notice to the University**

- Organizers of the demonstration are required to meet with the Dean of Students or their designee (for student demonstrations) or Director of Human Resources or their designee (for demonstrations led by Holy Family University employees), at least 5 business days before the requested demonstration to discuss the details of the requested demonstration. The following details about the proposed demonstration should be discussed during the meeting:
  - A brief description of the purpose of the demonstration.
  - The name and contact information (email address and telephone number) of the organizer who will be the primary point person for questions or clarifications and who will be present on site during the demonstration and who will ensure that all guidelines are followed.
  - Requested date and time of the proposed demonstration, subject to availability and agreement by the University.
  - Expected length of the demonstration, including beginning, and ending times.
  - Approximate number of attendees.
  - Requested location for the demonstration to be approved by either the Dean of Students (for student demonstrations) or the Director of Public Safety (for Holy Family employee demonstrations.).
  - Expectations, responsibilities, and logistical considerations for the demonstration.
- Either the Dean of Students or the Director of Human Resources will meet with the Director of Public Safety to address safety-related concerns regarding the planned demonstration.
- Reservation of campus space for the demonstration, if needed, is contingent upon availability. Organizers must follow University procedures to reserve a location for the demonstration.
- Organizers of the demonstration will assume any costs associated with the Demonstration. No University funds or resources shall be used for any costs associated with the demonstration.

### **Conduct of Demonstration; Measures to Ensure Safety & Security**

- Demonstrations shall not be discouraged on University property, so long as (1) organizers, speakers or participants do not use force, threat of force, or any other means of intimidation; (2) the orderly functions of the University are not obstructed; and (3) the requirements of this policy are complied with.
- No action may endanger the safety or security of the University community, infringe upon the rights of other members of the community, obstruct access to University facilities or spaces, damage property, disrupt normal University operations, or otherwise violate applicable laws or University policies.

- Unless specifically authorized by the University, persons who are not current employees or current students of Holy Family are not permitted to demonstrate on University property.
- Holy Family University may prohibit speech and expression when it violates the law, incites violence, or violates the University's policies concerning harassment and nondiscrimination, falsely defames others, or unjustifiably invades substantial privacy or confidentiality interests.
- The University also reserves the right to regulate the time, place, and manner of expression or demonstration, up to and including terminating the demonstration if it disrupts the normal operations of the University.
- The University reserves the right to remove from University property any individual who is not affiliated with the University who is determined to be posing a health or safety risk, violating the law, or violating this or other applicable University policies.

## **VIOLATIONS OF THIS POLICY**

Any violators of the policy may be directed to modify their actions to comply with standards of civil and respectful conduct. Students who violate this policy may be subject to disciplinary action pursuant to the University's Student Code of Conduct and/or other applicable disciplinary procedures. Faculty and staff who violate this policy may be subject to disciplinary action in accordance with applicable University policies and procedures.

## **USE OF UNIVERSITY LOGO OR TRADEMARKS**

The University name and logo are trademarked and should not be used to promote or endorse any activity, event, product, cause, political party or political candidate, without approval from Marketing and Communications. Students should refer all questions to the Dean of Students office.

## **Related Policies, Forms and Resources**

Student Code of Conduct; Faculty Handbook, Employee Handbook (accessed through ADP, ); Advertising and Posting Policy-found in Student Handbook.

## **Contacts/Implementation**

Not applicable.

Holy Family University reserves the right to revise this policy at any time without notice as needed.