

## **Parker University Policy on Peaceful Protests**

At Parker University (the “University”) we recognize the importance of free speech and peaceful assembly as fundamental rights essential to the pursuit of knowledge and social progress. As such, the University supports and upholds the rights of students, faculty, and staff to engage in peaceful protests and demonstrations on campus grounds.

### **Guidelines for Peaceful Protests:**

**Time, Place, and Manner:** Peaceful protests must be conducted in designated areas on campus, as outlined by University administration. Any outside speakers or guests must be preapproved by cabinet members and/or the President. Media representatives are not allowed on campus or in buildings without approval from the President or the EVP/COO. Protests should not disrupt the normal operations of the University or infringe upon the rights of others to study, work, or access campus facilities. The area surrounding the flagpole is our designated location for peaceful gathering and demonstrations.

**Nonviolence:** All protests must be nonviolent and conducted in a respectful manner. Participants must wear their Parker ID badges at all times and are prohibited from engaging in any form of physical violence, intimidation, harassment, or destruction of property. Any signs or articles of clothing cannot be written in a manner to incite violence or unrest on campus.

**Non-disruption:** Demonstrations must refrain from using sound-enhancing devices such as speakers or megaphones, obstructing roads, walkways, or building access, holding indoor protests, or erecting tents or occupying campus property.

**Non-discrimination:** Participants in protests are prohibited from engaging in hate speech or condemnation relating to race, ethnicity, gender, sexual orientation, religion, or any other category protected by law.

**Respect for Physical Property:** Defacing University or private property is strictly prohibited, as is the use of fire or other physical agents. Additionally, physical intimidation or contact is not allowed, and the removal of flags from the pole is forbidden.

**Respect for Diversity of Opinions:** Participants in protests must respect the diversity of opinions and perspectives within the University community. While individuals may express their own viewpoints, they must also listen to and engage with others in a civil and constructive manner.

**Compliance with University Policies:** Participants in protests are expected to comply with all University policies and procedures, including those related to campus safety, security, and conduct. Failure to comply with University policies may result in disciplinary action.

**Prior Notification:** Organizers of large-scale protests are encouraged to notify University administration in advance to ensure proper coordination and support for the event.

**Protection of Academic Freedom:** The University reaffirms its commitment to academic freedom, which includes the right of faculty and students to express their views on matters of public concern without fear of retaliation or censorship.

### **Violation of Policy:**

Any individual found to be in violation of this policy may be required to comply immediately with the policy, which could include removal from the University campus, and may be subject to disciplinary action in accordance with University procedures. Disciplinary measures may include warnings, probation, suspension, or expulsion, depending on the severity of the violation.

**Conclusion:**

Parker University is committed to fostering an inclusive and democratic environment where all members of the community feel empowered to express themselves and advocate for causes they believe in. By adhering to these guidelines, we can ensure that peaceful protests contribute positively to our campus culture and promote meaningful dialogue and change.