



Marquette University Policies and Procedures

6-11 Demonstration Policy

Policy section: Safety and Security

Effective date: 08/16/2019

Direct inquiries to: [Office of the Provost](#), [Department of Human Resources](#), [Office of Student Affairs](#)
[Marquette University Police Department](#)

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Introduction

To establish a safe environment for university community members to host and participate in on-campus demonstrations, the university has enacted the following policy.

What is the Policy?

Leadership and Prior Approval

A member of the Marquette University community (student, faculty or staff member) must be designated Organizer/Liaison for each demonstration (the “Event”).

All Events must be held in the public areas of the Alumni Memorial Union (AMU), which includes adjacent green space, unless the Organizer/Liaison has the prior written approval for an alternate location issued by the appropriate office. If an Event is more than one day, the group will need approval for each day of the Event. For student organization events the appropriate office is the Office of Student Development, for faculty events the appropriate office is the Office of the Provost and for staff events the appropriate office is the Department of Human Resources.

If an alternate space is approved, the university will assign a specific space to the group. *Students must follow the approval procedures set out in the [Code of Student Conduct](#) and the [Student Organization Handbook](#).* Reservation of specific spaces in the AMU or other approved campus space for any Event will be contingent upon availability. Space cannot be reserved without proper approval.

Measures to ensure safety and security

All members of the university community (students, faculty and staff) have the right to peaceful

demonstration (including, but not limited to, rallies, gatherings, protests, parades, and processions) on campus. However, disruptive demonstrations, herein defined as any demonstration that unreasonably interferes with the rights or safety of others, is strictly prohibited.

To avoid any misunderstanding of what is a peaceful demonstration (permitted) and what is a disruptive or unsafe demonstration (prohibited), the following non-exhaustive list of characteristics is provided. A demonstration is disruptive or unsafe if it includes any activity that:

- Denies or unreasonably interferes with the rights of other students, faculty or staff of the university, including the rights of others to demonstrate;
- Occurs in a way that blocks entrances, exits, or passageways from or to any university building or vehicle traffic on or to the campus;
- Occurs inside university buildings other than the AMU unless prior written approval by the appropriate office was given to hold the Event elsewhere on campus. The approved Event cannot interfere with the daily business, traffic flow, ingress/egress patterns or scheduled events in the facility or on campus. The approved Event must cease in the event of an emergency or building evacuation;
- Violates any ordinance or law;
- Creates a volume of noise that prevents members of the university community from carrying on their normal activities; the use of any amplified sound devices (e.g. horns, speakers) is strictly prohibited;
- Places the health or safety of any member of the university community at risk;
- Employs force or violence or threatens force or violence against any persons or property;
- Congregates or assembles in any university building or on university property in ways that disrupts the university's normal functions or results in damage to property;
- Fails to observe established closing hours of buildings;
- Fails to comply with any other university policy or any other lawful directive, including a directive to cease the Event. Disruptive demonstrations must be suspended or stopped immediately at the direction of MUPD or the Provost, Vice President of Human Resource, Dean of Students or their designees. The university may also seek the assistance of other law enforcement agencies, such as the Milwaukee Police Department, to disband unlawful or unauthorized demonstrations. Any student, faculty or staff who participates in or assists in facilitating a disruptive demonstration may face disciplinary action under the [Code of Student Conduct](#), the [Student Organization Handbook](#), [Employee Handbook](#) or the [Faculty Handbook](#) or other applicable policies.

Additionally, the following rules will govern any on-campus demonstration:

- No group may be admitted into a private office unless invited, and then not more than the number designated or invited by the occupant. Passage through reception areas leading to a private office must not be obstructed.
- Corridors, stairways, doorways, elevators and building entrances and exits may not be blocked or obstructed in violation of the regulations of the Milwaukee Fire Department or of the university.

Clear and unimpeded passageways must be maintained at all times.

- The [Employee Handbook](#), the [Faculty Handbook](#), the [Code of Student Conduct](#), the [Student Organization Handbook](#) and other administrative rules and regulations must be observed at all times in the planning and conduct of any Event. Accordingly, expression that is indecent, obscene, or offensive on matters such as race, age, ethnicity, religion, gender, disability, sexual orientation or other legally protected bases is inconsistent with accepted norms of conduct at the university and will not be tolerated.
- Signage can be held during the Event but may not be affixed to university property. Any expression on signage that is indecent, obscene, or offensive on matters of race, age, ethnicity, religion, gender, disability, sexual orientation or other legally protected bases is inconsistent with accepted norms of conduct at the university and will not be tolerated.
- For student events, the Organizer/Liaison is expected to communicate the parameters that have been set for the Event by the Dean of Students or their designee and MUPD to all participants prior to the event, to take reasonable measures to ensure the safety of participants and will act as the primary liaison with the university officials during the event itself. For more information please see the [Code of Student Conduct](#) and the [Student Organization Handbook](#).
- Space may be occupied only when these established university procedures are followed.

To use space on campus for the purpose of peaceful demonstration, groups who organize a demonstration must also comply with the following:

- Maintain Peace and Order
 - The responsibility of maintaining peace and order rests at all times with the individual(s) or group(s) participating in the Event. This includes the responsibility to explain to other organizational members, guests, or other demonstrators the implications for failing to comply with the university's expectations. Demonstrating guests are expected to follow all applicable university policies. Individuals or groups who organized 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 committed by their guests.
 - During a demonstration, the expression of viewpoints may invite or elicit a response, including counterdemonstrators or passersby. The right of individuals to personal expression consistent with university norms must not be denied. Organizers should be aware that other demonstrations may simultaneously occur 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.
- Presence of University Officials
 - When demonstrations are scheduled, participants should expect university personnel (typically, MUPD officers) 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. Accordingly, university representatives may film, photograph or record elements of the Event. The presence of university personnel should not be viewed as an effort to deter or otherwise interfere with demonstrations.

- Responsibly Conclude 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.
 - At the conclusion of any demonstration, the 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 garbage. Any unanticipated and accidental property damage should be reported to university administrators immediately. Any property damage related to the Event (whether peaceful or disruptive) may result in the assessment of fees for cleaning, repairs, and replacement of property to the organization or individuals involved or both.

How Do I Implement This Policy?

The Organizer/Liaison must email the appropriate office (please see information below) to provide details of a proposed event including proposed time, place, manner and planned size of the event and await that office's response. The appropriate office will strive to respond to the Organizer/Liaison within two business days. Accordingly, expectations, rights, responsibilities, and logistical considerations will be considered.

- For student events, the Organizer/Liaison must email the [Dean of Students or their designee](#);
- For staff events, the Organizer/Liaison must email the [Vice President of Human Resources or their designee](#);
- For faculty events, the Organizer/Liaison must email the [Office of the Provost](#).

Following this request, if all parties agree regarding the substance of the proposed Event and the institutional expectations, the Event information will be shared with relevant campus offices.

Resources and Offenses

[Office of The Provost](#)

[The Department of Human Resources](#)

[The Office of Student Development](#)

[Marquette University Police Department](#)

Violations of this policy are subject to disciplinary action under the [Employee Handbook](#), the [Faculty Handbook](#), the [Code of Student Conduct](#) and the [Student Organization Handbook](#), etc. and will comply with all applicable laws and regulations.