

April 9, 2019

Notice of University Policies and Expectations

The university strongly supports free expression, including protests and demonstrations, as reflected in our guidelines and statements on academic freedom and free expression, which were adopted after substantial consultation with university stakeholders. Links to those materials, and other relevant resources, are provided below.

In light of our commitments, the university has taken a number of extraordinary steps to accommodate our students' current protest activities in Garland Hall, including permitting access during times and days that the building is closed. In addition to these efforts, and in order to ensure the health and safety of the university community and the continuity of university operations for our students, faculty, and staff, we have made clear that the student code of conduct and all other university policies, guidelines and requirements remain in full force and effect for protest participants, both individually and collectively.

In that vein, we welcome the robust acts of free expression that have been occurring throughout this protest, and students will not be subject to punitive action for exercising free expression. However, we have observed over the past several days a number of actions that are cause for concern. These actions include extended disruption of university operations and activities, failure to comply with directives from university officials, even after repeated reminders and requests, and harassing and intimidating behavior toward other members of the university community. Such actions cross an important line from rigorous debate and protest to clear violations of the conduct code and university policies. In some cases, these actions have resulted in the interruption or chilling of the legitimate activities and interests of others.

Where appropriate, Student Affairs staff will follow up with individual students pursuant to the student conduct process, and we want to reiterate a number of the requirements that have been established by the university:

- Protests and demonstrations may not disrupt university activities, events, classes, research or other business.
- Protesters may not harass or intimidate other members of the university community, including guests and visitors.
- Signage on campus must follow the policies around events and signage, which can be viewed here: <https://studentaffairs.jhu.edu/sli/policies-procedures/event-promotion/>. Additionally, while we have temporarily permitted signs and posters on the first floor of Garland Hall, no signage or other materials may be placed on the second floor.
- With respect to protest activity in Garland Hall –
 - Protesters have been free to come and go in Garland Hall during regular business hours, and can bring or receive deliveries of food or other necessities. Protesters have also been permitted to remain inside the building in limited areas after the building closes. Any protesters who leave the building after it closes are permitted to return only after the building reopens.

- Protesters can be present only on the 1st floor lobby.
- Areas leading to exit doors must remain clear at all times, including the area between the security desk and the stairs. This area must now remain clear of all belongings and other objects, and no persons can remain standing or sitting there. The areas that must remain clear will be clearly marked by members of our facilities team.
- The area under the stairs must remain clear at all times.
- Laptops and larger electronics must be plugged directly into the wall and all cords must be removed from walkways, as they are tripping hazards. A power strip may not be plugged into another power strip.
- Maximum daytime occupancy during normal business hours of the Garland Hall lobby is 73, which includes all persons in the lobby at any time. This occupancy limit is based on daytime business activity, and does not change the previous requirement that, at this time, no more than 35 persons may remain after the building closes.
- The university has resumed routine ID checks in the building, and all are expected to comply with those rules.
- As a reminder, any specific protocols for the protest underway in Garland Hall are subject to change in response to evolving circumstances around health, safety and university operations.

For more information, please see the following resources:

- Student Conduct Code, <https://studentaffairs.jhu.edu/policies-guidelines/student-code/>.
- Statement of Principles on Academic Freedom, <http://web.jhu.edu/administration/provost/initiatives/academicfreedom/AcademicFreedomatJohnsHopkins.pdf>.
- Guidelines for Students in Support of Free Expression Through Protests and Demonstrations at the Homewood Campus, <https://studentaffairs.jhu.edu/policies-guidelines/free-expression-guidelines/>.
- Event Promotion Information (including information on posters/signage), <https://studentaffairs.jhu.edu/sli/policies-procedures/event-promotion/>.