

April 19, 2019

### Reminder Notice Regarding University Protest Guidelines and Policies

The university strongly supports free expression, including protests and demonstrations, as reflected in our guidelines and statements on academic freedom and free expression. As a practice, we regularly assist and support students in protests, and demonstrations, including in their expression of controversial views and those critical of the institution, such as the protest that began on April 3 in Garland Hall.

At the same time, the university has a responsibility to protect the health, safety and wellbeing of all students, faculty, staff, and visitors, including the protesters.

On multiple occasions, we have communicated verbally and in writing the university's expectations regarding adherence to university policies, codes of conduct and local law during the current protest. Some of the students and community members engaged in the sit-in protest in the lobby of Garland Hall are currently in violation of these policies, and the university is particularly concerned about the steady increase in health, safety and conduct risks being taken by our student protesters.

To reiterate: All individuals on the Johns Hopkins campus – affiliates and non-affiliates – must comply with the university's health and safety policies at all times, including fire code regulations as established by the Baltimore City Fire Department. Students and others do not have the right to disrupt events and services, endanger the health and safety of its community members, or suppress the speech of others.

All protesters are reminded again of the following parameters for the current protest and critical health, safety and conduct requirements:

- For the safety of protesters and all who work in and visit Garland Hall, the usual ID check-in process for Garland Hall must be followed.
  - All persons entering the building are expected to check in and show ID to the security officer on duty. Johns Hopkins affiliates are expected to show Johns Hopkins ID.
  - Those without a Johns Hopkins ID and visitors not affiliated with Johns Hopkins are required to be checked through to their destination (including to the protest area in the lobby), and to sign in if not on the daily list of expected visitors.
- For the safety of protesters and all who work in and visit Garland Hall, the building is closed between the hours of 6pm and 7am on weekdays and is closed on weekends.
  - Garland Hall's doors may not be propped open at any time, or opened to permit access to others when the building is closed.
  - Any protesters who leave the building after it closes are permitted to return only after the building reopens.
  - For the weekend of April 19-21, Garland Hall will be open for the purpose of allowing protesters to come and go as needed between the hours of 8 am and 11 am on Saturday and Sunday.
- Protesters may not engage in intimidating, harassing, or bullying behavior towards other members of the university community, including students, faculty, staff, and visitors. Protesters may not demand ID from those entering the building and are asked to be respectful of fellow

students and families seeking financial aid counseling, academic advising, and disability services in Garland Hall.

- Occupancy limits and other safety rules in Garland must be followed at all times.
  - Protesters have access to the 1<sup>st</sup> Floor lobby, subject to all previously noticed Baltimore City fire code restrictions.
  - No more than 73 persons may be in the lobby area at any one time.
  - In order to accommodate protesters, on a temporary basis up to 35 persons may remain when the building is closed, subject to the above safety requirements for ID and door closure.
- For life safety reasons, protesters must not congregate on the balcony or stairs at any time. The second floor balcony is the pathway leading to emergency exit stairways.
- Lighting or burning of materials is not permitted in Garland Hall at any time.
- Signage is permitted on campus and in Garland Hall subject to the university's signage policies.
  - For safety purposes, glass windows, glass doors and building closure signs must be clear and/or visible at all times.
  - Protesters may not deface or damage university property.

Individuals who act in contravention of these policies may be subject to disciplinary consequences for violating the Student Code of Conduct, campus and building prohibitions, and/or trespassing.

If you have questions or need more information about the health and safety rules we have set out, and our support for this protest, university health and safety officials are available to speak with student representatives of the group.