

Dear USF Community,

The way we treat one another is the foundation of our campus culture, especially in times of crisis. Our diverse community and how we continue to accompany each other is our greatest gift. To build on our strengths we want to remind students — as well as faculty, staff, and librarians — of campus policies and procedures that are outlined in the Student Code of Conduct. These guidelines ensure that teaching, learning, and university activities can happen as planned. It's important that everyone is aware that policies are designed to support freedom of speech and encourage community members to make their voices heard.

Campus Demonstrations

Campus demonstrations and/or protests must be sponsored by a recognized USF community member or group. The sponsoring party is strongly encouraged to notify the assistant vice president of Student Engagement of plans to demonstrate on campus. This notification is not an attempt to censor or otherwise limit content, but rather to advise organizers on standards for time, place, and manner for gatherings. It is also an opportunity for members of the larger university community to provide support and assistance. For the purpose of **these guidelines**, "demonstration" or "protest" means an event requiring the presence of one or more persons in a university location with the intent to express a particular point of view in a manner that attracts attention, such as rallies, sit-ins, or similar forms of expression. These policies were developed in collaboration with students.

Groups may reserve campus areas and rooms for a demonstration. The use of space is subject to the coordination of the assistant vice president of Student Engagement in consultation with Events Management. Considerations may include the appropriateness of the location for the planned event and its availability. Once a space is reserved the event can only take place in that space and not move to other spaces on campus. If a demonstration or protest is moving throughout campus it needs to remain outside of buildings. While the policy requires that the application form be submitted at least seven business days prior to an event, we understand that these events can be time-sensitive. As such, we are committed to providing students with support and flexibility wherever possible to ensure successful events, including advertisement of events.

Literature/Printed Materials

Printed materials are also covered under **the guidelines**. These items cannot be forced upon others or distributed in a manner that will obstruct the free flow of traffic. Literature or other printed materials may not be scattered on the ground or left unattended on university benches, tables, sidewalks, or building entrances.

Posting & Advertisement Policy

The Student Organization Handbook includes additional **guidelines related to flyers and posters**.

Student Leadership and Engagement (SLE) approves, stamps, and posts. Only SLE staff may post flyers on University Center bulletin boards, unless otherwise given permission by SLE. Posters are removed after the date of the event as specified on flyers. Any flyer that is expired or posted without a stamp of approval from SLE will be removed.

Flyers may only be posted on bulletin boards. Any flyer that is posted on a surface other than a bulletin board will be removed and the sponsoring entity may forfeit their posting privileges.

Doxxing and Unauthorized Recording

As part of our comprehensive efforts to foster a safe environment for all members of our community, we emphasize that doxxing — publishing an individual's personal information or likeness without consent — is a form of intimidation and harassment and is not tolerated. Such online harassment campaigns that deliberately target individuals are counter to our values and threaten the safety of our community members.

Support Services

A number of support services are available to the USF community:

- **Counseling and Psychological Services (CAPS)** support is available to students. CAPS staff can be reached Monday through Friday from 8:30 a.m. to 5 p.m. at **(415) 422-6352**, and after business hours at **(855) 531-0761**.
- Students can contact the dean of students for assistance at **(415) 422-5330** or **deanofstudents@usfca.edu**.
- Faculty and staff can contact CONCERN, the university's employee assistance program, at **(800) 344-4222**.
- University Ministry support services are available to all community members and can be reached at **um@usfca.edu**.

If you have any questions or concerns about any of the guidelines described above, please contact **Shannon Gary**, associate vice president of student life and dean of students, or **Lester Deanes**, assistant vice president of student engagement.

Thank you for honoring our shared values of civility, respect, and empathy in keeping with our Jesuit mission. By demonstrating compassion, kindness, and humanity to one another, we protect and advance the respectful and free exchange of ideas within our academic community.

Eileen Fung
Interim Provost and Vice President of Academic Affairs

Julie Orio
Vice President of Student Life

Shannon Gary
Associate Vice President and Dean of Students

Lester Deanes
Assistant Vice President of Student Engagement

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