

# William Paterson University Policy

<b>SUBJECT:</b>	Freedom of Expression	<b>TITLE:</b>	Freedom of Expression Policy
<b>CATEGORY:</b> Check One	<b>Board of Trustees</b> <input type="checkbox"/>	<b>UnivTJ13 -1151BDC /TT2 1 Tf0002 Tc -0002 T404dRsp362 n36</b> <b>disruption</b> is defined as conduct by any p obstructs, impairs, or interferes with: (1) teaching, studying or administra University, (2) the authorized and other permissible use of University fac the rights and privileg15.6 (he)-12.6 /1-1271nrotherr-15.6 5 (r)-3.9bv)10.	

inclusion by fostering a learning environment that is centered on community engagement and mutual understanding of difference and diversity. WP further supports faculty, staff, students and visitor's freedom of expression and the exercise of voicing individual and collective opinions.

VI. POLICY

A. **Requirements:** As a public university, William Paterson University cannot regulate speech in public forums and must remain neutral in subject matter and viewpoint; a direct alignment with the core mission of higher education's protection of the First Amendment. WP is committed to the principals of academic freedom and the free exchange of ideas and expression among all members of the University community. While the viewpoints may differ and the ideas shared by members of the University community may conflict, this policy is not intended to shield individuals from ideas and opinions they may find unwelcomed, disagreeable or even offensive. However, certain forms of expressive conduct may appropriately be subject to regulation.



For the purposes of this policy disruption is defined as conduct by any person or group that obstructs, impairs, or interferes with: (1) teaching, studying or administration of the University, (2) the authorized and other permissible use of University facilities, and (3) the rights and privileges of other members of the University community to engage in educational pursuits. Further, the right to demonstrate does not include the right to engage in conduct that interferes with the University's operations, infringes on the rights of other members of the community, incites violence and/or harassment, or creates a hostile academic/environment in accordance with discrimination and harassment laws and University policy. Substantial disruptive conduct includes, but is not limited to, the following: obstruction, impairment, or interference with University sponsored/authorized activities or facilities in a manner that deprives, or is likely to deprive, others of the benefit or enjoyment of the activity or facility.

*Faculty, students, and university personnel who act to impair, interfere with, or obstruct the orderly conduct, processes, and functions of WP may be subject to appropriate disciplinary action by University administration. To ensure individuals and groups do not interfere with the operation of the University or the rights of others, the following actions are not permitted, including but not limited to:*

- obstructing vehicular, bicycle, pedestrian, or other traffic;
- obstructing entrances or exits to buildings, sidewalks, or driveways;
- interfering with educational activities inside or outside any building;
- harassing passersby;
- interfering with or precluding a scheduled speaker from being heard;
- interfering with scheduled University ceremonies or events;
- damaging property, including lawns, shrubs, or trees; or
- engaging in any other activities that disrupt university business or infringe upon the rights of others.
- threatening individuals or causing an injury to someone
- harassing, threatening violence, or intimidating others
- violating State and federal laws or University policy
- entering a restricted area without authorization

The University grants the Associate Vice President of Campus Life and/or the Chief Diversity Officer and/or their designees in consultation with the appropriate University administrator(s) the authority throughout the University to declare a faculty, staff, students and visitor activity



Office of General Counsel  
<https://www.wpunj.edu/general-counsel/>

Office of the Vice President for Student Development  
<https://www.wpunj.edu/enrolled/student-development/>

University Police Department  
<https://www.wpunj.edu/police/>

*\*During the COVID-19 pandemic, all forms and acts of freedom of expression done publicly or privately by any member of William Paterson University should always adhere to the University, State and Center for Disease Control and Prevention health guidelines to maintain the safety and well-being of the university environment. For more information, visit <https://www.wpunj.edu/covid19/>*

By Direction of the President and Cabinet:

Date: October 23, 2020