

THE CITY UNIVERSITY OF NEW YORK
POLICY ON EXPRESSIVE CONDUCT

1. General Principles

1.1 The City University of New York (“CUNY” or “the University”) is committed to the free exchange of ideas and expression of all points of view for members of the University community, including students, faculty, and staff. However, demonstrations, leafleting, tabling and other forms of expressive conduct must be carried out so as to ensure the safety of individuals, the protection of property, and the continuity of the University’s educational activities and business operations.

1.2 In light of those legitimate interests, CUNY has the right to establish reasonable time, place and manner restrictions on expressive activities. These restrictions must be applied in a non-discriminatory manner and without regard to the content of the speech at issue. In addition, the educational units (colleges and graduate or professional schools) of CUNY have the discretion to establish other time, place and manner restrictions that are consistent with this policy and that ensure both their community members’ ability to exercise their First Amendment rights and their own responsibility to deliver educational and other services to their students.

2. Guidelines for Conducting Demonstrations

2.1 Students and/or employees of CUNY, including officially-recognized student and/or employee organizations, as well as persons invited and sponsored by such student and/or employee organizations, may have access to areas designated by the educational units of CUNY for demonstrations. Sponsors of a planned demonstration must give notice of the location, date and time to the Director of Public Safety or designee at least 24 hours in advance of the demonstration if they are requesting sound amplification.

2.2 Members of the University community may not demonstrate in a manner that impedes the University’s educational activities and business operations or interferes with the rights of others, takes place on premises where members of the University community are not authorized to be, or takes place at times when members of the University community are not authorized to be present or places that have not been designated for demonstrations. In addition, employees, including both faculty and staff, may not participate in demonstrations at times when they are scheduled to perform instructional or other assigned work responsibilities. Demonstrations may be limited to areas designated by the University or its educational units for that use by members of the University community. Such designations shall be made with appropriate recognition of past practices as to areas in which

demonstrations have been permitted. The areas designated for demonstrations need not include, among other locations, areas within the interior of buildings.

3. Prohibited Conduct

3.1 Any conduct that violates the Rules and Regulations for the Maintenance of Public Order pursuant to Article 129-A of the Education Law, also known as the Henderson Rules, also violates this policy. Prohibited conduct generally includes any behavior that affects or directly threatens to affect the health and safety of persons or property or disrupts or seriously threatens to disrupt University functions or operations.

3.2 Examples of prohibited conduct that affects or directly threatens the health or safety of persons or property include:

- causing actual physical harm to a person
- directly threatening a person such that the person has reasonable fear for his/her safety
- engaging in threatening or harassing behavior toward a person that is so persistent, pervasive or severe that it denies a person's ability to participate in the University community
- interfering with the freedom of movement of any person, including such person's free entry to or exit from University property or facilities
- threatening to destroy or destroying University property or other public or private property located on University property

3.3 Examples of prohibited conduct that disrupts University functions or operations include:

- preventing the performance of educational or other institutional duties by any member of the University community
- occupying or remaining on any property or facility owned or operated by the University after receiving due notice to depart
- using amplified sound without prior notice, or otherwise making loud noise that interferes or seriously threatens to interfere with classes,

meetings, or other scheduled or routine University functions or activities

3.4 Students who engage in prohibited conduct are subject to discipline under Article XV of the CUNY Bylaws. Employees who engage in prohibited conduct are also subject to disciplinary action as prescribed under the governing collective bargaining agreement and/or University policy. In addition, in cases in which the conduct at issue may violate criminal law, the University may refer the matter to external law enforcement authorities.

4. Procedure for Handling Disruptive Demonstrations

4.1 At each educational unit of CUNY, the President or his or her designee, in consultation with the Director of Public Safety or designee, will determine the point at which a demonstration becomes disruptive based upon the criteria set forth in Section 3 of this Policy.

4.2 If the circumstances permit, the President or his or her designee or the Director of Public Safety or his or her designee will direct the demonstrators to discontinue their disruptive activities, explain which activities violate the Policy, and inform them how to continue their demonstration in a manner that is not disruptive. If the disruption continues, the President or his or her designee or the Director of Public Safety or his or her designee may take appropriate action to end the disturbance, including where necessary to terminate the demonstration and to seek the immediate intervention of public safety officers or external law enforcement authorities.

4.3 If the conduct presents an immediate threat to persons or property, the President or his or her designee or the Director of Public Safety or his or her designee may take immediate action to address the threat, including where necessary to terminate the demonstration and to seek the immediate intervention of public safety officers or external law enforcement authorities.

5. Leafleting, Tabling and Posting

5.1 The distribution of written materials by hand is permissible in locations that do not block entry or egress or interfere with the educational activities or business operations of a campus. The educational units of CUNY may designate areas in which members of the University community may not distribute materials on campus, such as classrooms that are in use. It is within the discretion of the educational units of CUNY whether to permit individuals who are not members of the University community to distribute materials.

5.2 The Educational units of CUNY shall designate areas where members of the University community will be permitted to set up tables. Such areas must be sufficient for

students and employees to communicate their message while not interfering with the college or unit's educational mission or business operations. Requests for tabling must be granted on a first come, first serve basis based on the availability of space.

5.3 Each college and unit of CUNY shall provide bulletin boards for use by members of the University community. College or unit personnel may remove notices from such bulletin boards on a regularly-scheduled basis, and also may remove outdated notices.

6. Publication of this Policy and Campus Regulations and Designations

This Policy must be posted on the CUNY website and on the websites of all educational units of CUNY. In addition, each educational unit must post on its website any additional time, place and manner restrictions on expressive conduct permitted or required by this Policy, including its designation of areas where certain expressive conduct may or may not be conducted.