

# Campus Demonstration Policy

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## I. SCOPE PURPOSE

This policy applies to current Goucher College students, employees, and visitors to the campus.

## II. POLICY STATEMENT

Goucher College values and promotes the right of free speech and the freedom of members of the college community to express themselves on college property, provided that the speech or expression does not violate federal or state laws and college policies. The Director of Risk Management and Contracts and legal counsel reviews items pertaining to federal, state, and local laws.

Since the College is located on private property, it reserves the right to limit the time, location, and manner of demonstrations that occur on its property.

All individuals are responsible for their speech and conduct, and exercising these rights must not deny the same rights to any other individual(s) or violate this policy.

## III. DEFINITIONS

**Business Days:** Monday through Friday, 9:00 am – 5:00 pm.

**Demonstrations:** A form of student/employee activism that takes the form of a campus protest.

**Goucher Community:** Goucher students, faculty, and staff.

**Health & Safety:** The laws, rules, and principles that are intended to keep people safe from injury or disease at work and in public places.

## IV. PROCEDURES

### A. Campus Demonstration Request and Approval Process

On campus demonstrations must be scheduled in advance to promote the health and safety of the college community and maintain regular college operations.

#### 1. Request Process

Students must request approval from the Associate Vice President for Student Well-Being & Dean of Students, or a designee; employees must request approval from the Associate Vice President for Human Resources, or a designee. Therefore, demonstration and organizers must

provide the following information to the Office of the Dean of Students ([deanofstudents@goucher.edu](mailto:deanofstudents@goucher.edu)) or to the Office of Human Resources ([hr@goucher.edu](mailto:hr@goucher.edu)) at least five (5) business days (in advance of the planned demonstration):

- Brief description of the event
- Group size
- Date
- Location
- Duration
- Name of sponsoring club(s)/organization(s) (if applicable)
- Point of contact (name, e-mail, and telephone number)
- All marketing materials

The Office of the Dean of Students is in Dorsey Room 203 and can be reached at (410) 337-6150 or [deanofstudents@goucher.edu](mailto:deanofstudents@goucher.edu) for additional questions. The Office of Human Resources is located in Dorsey Room 100 and can be reached at (410)337-6135 or [hr@goucher.edu](mailto:hr@goucher.edu) for additional questions.

## 2. Permissible Locations

Demonstrations are permitted on college property, with approval, if organizers, speakers, and participants do not violate federal, state, or Baltimore County laws or college policies (i.e., vandalism, physical harm, trespassing, disorderly conduct, noise ordinances). Furthermore, no action may endanger the safety or security of any member of the college community and/or infringe upon the rights of other community members.

For safety and security reasons, demonstrators are not allowed to enter residence halls; private offices; laboratories; research facilities; spaces where classes or private meetings are being held or immediately scheduled to be held; library; facilities or areas containing valuable or sensitive materials, collections, equipment, records protected by law or by existing college policies such as educational records, student-related or personnel-related records, or financial records; emergency facilities or any facilities housing communication systems, security, utilities, or other facilities or services vital to the business functions of the College.

Demonstrators and active demonstrations are allowed at the following campus locations (please refer to the College's guidelines on [How to Reserve a Space](#)):

- Dorsey Lawn
- Great Lawn
- Spaces where classes or private meetings are not being held or immediately scheduled to be held
- Van Meter Highway
- Welsh Patio

## 3. Durations

Demonstrations may only be scheduled during regular business days.

[Schedule a demonstration.](#)

## B. Campus Demonstration Marketing Request and Approval Process

### 1. Request Process

The use of signage, flyers, and banners is permitted if its usage does not endanger the health or safety of others or otherwise violate any federal or state laws or college policies.

All signage/flyers must include the following:

- Name and contact information of the Goucher College student, staff, or faculty member; organization; or sponsoring office responsible for posting the material.
- The material must list all sponsoring entities if multiple organizations are sponsoring the event.

For Goucher students - all postings and distributed materials must receive advance approval from the Office of the Dean of Students located in Dorsey Room 203. They can be reached at (410)337-6150 or [deanofstudents@goucher.edu](mailto:deanofstudents@goucher.edu) for additional questions.

For Goucher employees - all postings and distributed materials must receive advance approval from the Office of Human Resources located in Dorsey Room 100. They can be reached at (410)337-6135 or [hr@goucher.edu](mailto:hr@goucher.edu) for additional questions.

### 2. Permissible Locations for Marketing Materials

Literature and other printed materials may be distributed in the above-mentioned permissible locations. However, they may not be forced upon others or left unattended on college property on tables, benches, or sidewalks.

### 3. Duration

Materials may be posted for a maximum of fourteen (14) calendar days. Advertisements must be removed 48 hours after the event concludes by the demonstration organizer(s). Demonstrators need to abide by the Advertising Policy.

### 4. Compliance

Failure to comply will result in the DOS instructing Campus Safety to remove unauthorized materials.

## V. RESPONSIBILITIES

Failure to comply with this policy may result in students meeting with the AVP for Student Well-Being & Dean of Students or their designee and being subject to discipline through the College's student conduct process.

Failure to comply with this policy may result in faculty and staff meeting with the AVP for Human Resources or their designee and being subject to discipline through the College's personnel process. Unless expressly authorized by the Office of the Dean of Students or the Office of Human Resources, persons who are not members of the Goucher community are not permitted to demonstrate on campus

property. Persons who are not members of the Goucher community who do not abide by this policy will be asked to leave by Campus Safety.

## **VI. RESPONSIBLE OFFICE**

Students: [Office of the Dean of Students](#)

Employees: [Office of Human Resources](#)

## **VII. RELATED POLICIES**

[Advertising Policy](#)

[Code of Conduct](#)

## **VIII. HISTORY**

Adopted: November 2023. Updated February 2024.