

UPDATED: Guidance for Faculty and Staff for Responding to Protests

At UC San Diego we aim to support our community of faculty, staff, and students in a variety of situations. We have supportive services through [Counseling and Psychological Services](#), the [Faculty and Staff Assistance Program](#), [Student Affairs Case Management](#), and the [Office for the Prevention of Harassment and Discrimination](#) to name a few. In addition there are offices to address instances of misconduct: the [Academic Integrity Office](#), the [Office of Student Conduct](#), and [Campus Police](#). In every situation the safety of our constituents is of paramount concern.

Occasionally protests occur related to social issues or collective bargaining agreements. It is important to remember that protests and civil disobedience have played an historic role on university campuses in bringing important and beneficial changes within society and in the development of our democracy. However, civil disobedience is not protected speech under the Constitution. While all members of the university community have the right to free speech, actions that violate university regulations are not protected.

The following is a list of violations of [University Policies Applying to Campus Activities, Organizations, and Students](#)

- PACAOS 102.04: Theft of, conversion of, destruction of, or damage to any property of the University, or any property of others while on University premises, or possession of any property when the student had knowledge or reasonably should have had knowledge that it was stolen.
- PACAOS 102.05: Theft or abuse of University computers and other University electronic resources such as computer and electronic communications facilities, systems, and services. Use of University computer and electronic communications facilities, systems, or services that violates other University policies or campus regulations.
- PACAOS 102.08: Physical abuse including but not limited to physical assault; threats of violence; or other conduct that threatens the health or safety of any person.
- PACAOS 102.13: Obstruction or disruption of teaching, research, administration, disciplinary procedures, or other University activities.
- PACAOS 102.02: Other forms of dishonesty including but not limited to fabricating information, furnishing false information, or reporting a false emergency to the University.
- PACAOS 102.14: Disorderly or lewd conduct.
- PACAOS 102.16: Failure to identify oneself to, or comply with the directions of, a University official or other public official acting in the performance of his or her duties while on University property or at official University functions; or resisting or obstructing such University or other public officials in the performance of or the attempt to perform their duties.

View [the entire Student Conduct Policies and Procedures online](#). For more information about Free Speech please visit the [UC San Diego Free Expression website](#).

The campus aims to be aware of protest activity in advance and deploys a group of Student Affairs Monitors (SAMS) through the AVC Student Life. In these situations the SAMS, in concert with Campus Police, and Labor Relations when appropriate, monitor protest activity to ensure the safety of the community. However there are instances when the protest activity is spontaneous, without advance notice. The purpose of this document is to assist faculty and staff in responding to protests, particularly if or when the protests endanger others.

In the event that individuals gather to protest an event or action:

- a. Contact Campus Police at the non-emergency number 858-534-4357 OR if there is an immediate concern for anyone's safety, call 9-1-1.
 - i. Provide location and number of individuals involved.
 - ii. Campus Police will send officers to the location of the protests to ensure safety of all concerned.
- b. Contact your Department Chair and Dean to keep them informed and to enable them to provide assistance.
- c. In the event of protest activity related to graduate student labor contract negotiations or collective bargaining agreements, contact Labor Relations (LR) or GEPA Assistant Dean, Student Affairs and Labor Relations Liaison. **They will contact campus police and aim to deploy a Labor Relations representative to the site of the protests.** LR and GEPA representatives will also notify campus Sr. Leadership as needed.
 - i. Labor Relations Contacts
 1. UAW/ASE Contract - Jaime High - jhigh@ucsd.edu
 2. UAW/GSR Contract - Jon Connolly - jconnolly@ucsd.edu
 3. Sr. Director HR Strategy & Policy - Otis Crockett - ocrockett@ucsd.edu
 4. General LR inquiries - laborrelations@ucsd.edu
 - ii. GEPA Contact
 1. Assistant Dean Student Affairs April Bjornsen abjornsen@ucsd.edu .
 2. Dean - graduatedean@ucsd.edu
- d. If protestors demand to meet with leadership, wait until Campus Police and/or Labor Relations arrive before making a decision to agree to meet.
- e. Campus Communications should also be notified so they can be prepared for any media inquiries. This contact may be done by the program affected, GEPA (if protestors are graduate students), or Labor Relations (if related to labor issues)
 - i. Communications Contact
 1. Matthew Nagel - mnagel@ucsd.edu

- f. After the event, faculty and staff may submit a [Non-Academic Misconduct Report Form](#) to address any apparent violations of the Student Conduct Code by student protestors.
 - i. The Director of Student Conduct will consult with the VCSA and EVC to determine how to handle the report.

Below please find some General Principles for managing the classroom in case of disruption:

- **Control of the classroom.** Course instructors have the responsibility and authority to maintain order in the instructional setting.
 - Disruption of the teaching and learning process should not be tolerated. Individuals should be asked to leave class if they engage in disruptive behavior that impedes your ability to teach the class productively.
 - Individuals in your classroom should be registered for your course or have your permission to be in attendance.
 - You also have authority to establish behavioral expectations specific to classroom conduct.
 - These expectations should be broadly disseminated, e.g. via the course syllabus and class announcements, and implemented consistently. For example, faculty have the right to establish a video or audiotaping policy according to which students cannot engage in such activities without express consent of the instructor. Of course, this needs to be a general policy and permission cannot be granted according to faculty beliefs about a specific student's attitudes concerning the content of material.
 - Faculty also have the right to prohibit the use of electronic media such as phones in their classrooms.
 - As long as all classroom protocols are applied to all students, the faculty has the right to enforce behaviors that facilitate the effectiveness of the learning environment.

Access to classrooms. Classrooms are not open to members of the public, including the media, unless specifically invited by the faculty and faculty may ask any uninvited persons to leave, *including members of the university community*. UC San Diego students who are registered for the class have a right to access. Additionally, enrolled students who may be attempting to add or drop classes in the first three weeks of the quarter should be permitted to enter, with your permission. However, any student can be asked to leave if the faculty determines that that student is disruptive -- based on a specific and overt action.

Safety of students, faculty, and staff is of paramount concern. If at any time, there is concern for the safety of anyone in the classroom, Campus Police should be called immediately by **dialing 9-1-1**. Incidences of bias, harassment, or discrimination should be promptly reported to the [Office for the Prevention of Harassment and Discrimination](#). Incidences of inappropriate conduct by students (those registered for the course or others) should be promptly reported to the Vice Chancellor for Student Affairs (vcsa@ucsd.edu).