

HIGHLAND COMMUNITY COLLEGE  
GENERAL PERSONNEL POLICY

SUBJECT: Peaceful Assembly & Protest

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BOARD OF TRUSTEE APPROVAL: 10/28/2020

EFFECTIVE DATE: 7/29/2020

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Highland Community College is committed to the free exchange of ideas and expression of agreement with and expression of opposition to those ideas. The College community considers open expression to be vital to opening dialogue and helping in the development of understanding of each other's point of view.

The College recognizes that mutual respect and civility can be maintained in the open exchange of opinions and thoughts. The College also recognizes certain ideas may be offensive, discomforting or disagreeable to some members of the local community and college community. Highland Community College will make every effort to ensure that as long as the parameters of respect and non-violent exchanges are held, no attempts will be made to impede another's free expression. The College is committed to free and open inquiry into matter of social, political, and economic concern and encourages the presentation of all views on such issues.

HCC Students are both citizens and member of the academic community. As members of the HCC community, students enjoy freedom of speech and peaceful assembly. As members of the academic community, they are responsible to the obligations that come to them by virtue of this membership. When a peaceful assembly or protest occurs on Highland Community College property, please remember that the HCC Student Code of Conduct will be foundation of our expectations when applicable. Students will be expected to act in ways that fulfill the expectations outline in the Code.

It is the responsibility of all members of the College community to maintain channels of communication which will foster a climate favorable to the freedom of expression. Therefore, the College has created guiding documents, procedures and protocols that will assist students and guests in the planning of peaceful assembly or protest on College property.

In planning a peaceful assembly or protest, the organizers should keep in mind all College policies.

**Definitions:**

- **Demonstration-** A large group of people, usually gathering for a social or political cause. It often includes a march, ending with a rally or a speaker. A demonstration is similar to a protest in that they both can use the same or similar methods to achieve goals. However, demonstrations tend to be more abrasive and spontaneous, whereas protests tend to be more organized.
- **March-** A walk by a group of people to a place in order to express an objection with to or support of any event, situation, or policy.
- **Picket Line-** A line or group of people who are refusing to go to work until their employer agrees to certain demands.

- **Protest-** A protest is a way to express objections to or support of any event, situation, or policy. These objections can be manifested either by actions or by words.
- **Sit-In-** Any organized protest in which a group of people peacefully occupy and refuse to leave college premises.
- **Vigil-** In observance of a commemorative activity or even meant to demonstrate unity around a particular issue or concern, and/or promote peace and prevent violence.
- **Facilities-** Use of facilities on the Highland Community College campus in Highland, Kansas, may be reserved by the obtaining a facility reservation form from the President's office, second floor David Reist Administration Building. An application for peaceful-assembly should be submitted at least 48 hours in advance of the gathering.

**Facilities for use-** Green space between MS/CT Building and Yost Hall.

**Compliance-** Groups assembling or gathering in peaceful protest should comply with the following.

- Free passage of pedestrians and vehicle traffic around campus
- No persons or groups shall block the access or exit to any building
- Use of amplified sound will not disrupt the conduct of College business
- Activities that might disrupt the campus environment will not be allowed or encouraged, such as the disruption of the living environment in residence halls or campus events
- Respect of and adherence to College policies
- In the event that the demonstration will move outside of campus boundaries, the supporting organizations shall obtain the necessary permits from city officials
- Contact with media will be handled by the Director of Marketing

Everyone is expected to comply with the directions of College officials who are acting in accordance with the performance of their duties. Failure to do so is a violation of Student Code of Conduct and is subject to sanctions as outline in the Student Code of Conduct. If a demonstration or activity interferes with normal College activities and/or function, participants will be asked to disperse. Failure to comply will result in appropriate sanctions.

**Actions that can result in violations-**

- Excessive noise, which interferes with classes, College offices, residence halls, community neighbors or other campus and community activities
- Unauthorized entry into or occupation of a private work area or any other secure area
- Conduct that restricts or prevents faculty or staff members or student employees from performing their duties, including interruptions of meetings, classes, or events
- Failure to disperse when a building, office, or campus space is closed
- Other conduct that disrupts the normal operations of the College
- Vandalism including graffiti or destruction of College property will not be tolerated