

PREPARING FOR CAMPUS UNREST

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OVERVIEW

- INTRODUCTION AND BACKGROUND
- PLANNING AND PREPARING
- RESPONDING

INTRODUCTION

- MY BACKGROUND AND EXPERIENCE
- MY CLIENT'S EXPERIENCE
 - WHAT YOU HEARD
 - WHAT YOU DIDN'T HEAR

PLANNING AND PREPARING

- HOW WILL YOU RESPOND TO DISRUPTION
- HOW WILL YOU PROTECT ALL IN THEIR EXERCISE OF THEIR RIGHTS
- [HTTPS://WWW.THEFIRE.ORG/WITH-HOMELAND-SECURITY-CHIEFS-ABORTED-SPEECH-GEORGETOWN-LAW-SUBMITS-TO-HECKERS-VETO/](https://www.thefire.org/with-homeland-security-chiefs-aborted-speech-georgetown-law-submits-to-heckers-veto/)
- ISSUES ARE COMPLEX AND YOU WILL BE TRYING TO PROTECT THE RIGHTS OF MANY

PLANNING FOR PROTESTS AND POSSIBLE DISRUPTION

- REVIEW YOUR RULES, POLICIES, AND PROCEDURES
- ARE THERE GAPS?
- ARE PEOPLE FAMILIAR WITH THEM AND ABLE TO BE NIMBLE IN IMPLEMENTATION?
 - FORMS
 - APPLICABLE PROVISIONS AND HOW TO USE THEM

POLICIES AND PROCEDURES

- CAMPUS AND FACILITIES USE POLICIES
- LEAFLETING AND CHALKING
- STUDENT CONDUCT CODE
- CLASSROOM EXPECTATIONS
- TRESPASS
- INCIDENT RESPONSE
- RESOURCE REFERRALS

TRAINING AND EDUCATION

- STUDENTS
 - FREE SPEECH ACTIVITY GUIDE FOR STUDENTS -- [HTTPS://WWW.EVERGREEN.EDU/STUDENTAFFAIRS/FREE-SPEECH-GUIDE](https://www.evergreen.edu/studentaffairs/free-speech-guide)
 - ORIENTATION
 - COMMUNICATION DURING
- COLLEGE EMPLOYEES
 - FREE SPEECH AND EXPRESSIVE ACTIVITIES
 - MANAGING THE CLASSROOM
- HECKLER'S VETO AND CIVIL DISOBEDIENCE

PLANNING FOR PROTESTS AND POSSIBLE DISRUPTION

- IDENTIFY INDIVIDUALS AND THEIR ROLES IN MANAGING OR INTERVENING
- GUIDANCE FOR RESPONDING TO STUDENT DEMONSTRATIONS
- CRISIS MANAGEMENT TEAM
- FREE SPEECH FACILITATORS
- COMMUNICATIONS
- AAG

CIRCUMSTANCES REQUIRING ADDITIONAL ASSISTANCE

- IDENTIFY IN ADVANCE
- BE CLEAR ABOUT WHO MAKES THE CALL AND WHEN
- CLEAR PROTOCOLS
- OTHER TOOLS
- PHYSICAL HARM
- DAMAGE TO PROPERTY
- OBSTRUCTION OF INGRESS OR EGRESS TO BUILDINGS OR CLASSROOMS
- OCCUPATION OF PRIVATE SPACES, CLASSROOMS, LABORATORIES, OR OTHER RESTRICTED AREAS
- OCCUPANCY LIMITS
- DISRUPTION DUE TO EXCESS VOLUME, ETC
- ILLEGAL CONDUCT

- KNOW YOUR STUDENT CONDUCT CODE
 - IDENTIFY PROVISIONS THAT ARE LIKELY TO APPLY
 - WHAT ARE YOUR OPTIONS TO IMMEDIATELY DEFUSE THE SITUATION (EMERGENCY SUSPENSION/INTERIM RESTRICTIONS)

- KNOW APPLICABLE CRIMINAL LAWS
- KNOW HOW AND WHEN TO CALL IN LAW ENFORCEMENT

- RCW 28B.10.571 – INTIMIDATING AN ADMINISTRATOR, FACULTY MEMBER, OR STUDENT BY THREAT OF FORCE OR VIOLENCE
- RCW 28B.10.570 – INTERFERING BY FORCE WITH ANY ADMINISTRATOR, FACULTY MEMBER, OR STUDENT WHO IS THE PEACEFUL DISCHARGE OR CONDUCT OF THEIR DUTIES OR STUDIES

- FBI FUSION CENTER – UNDERSTANDING AND EVALUATING RISK

ADDITIONAL CONSIDERATIONS

- OPEN FORUM, OFFICES, EVENTS, MEETINGS, CLASSES
- WHO'S IMPACTED AND HOW
- WHEN DO YOU REQUIRE ADDITIONAL ASSISTANCE
- CAMPUS CLOSURE, CANCELLING EVENTS
- COMMUNITY SAFETY
- REFERRALS FOR IMPACTED PARTIES

RESPONDING



COMMUNICATIONS

- BE PREPARED TO COMMUNICATE ABOUT THESE COMPLEX ISSUES
- VALUES
- MESSAGING
- SCRIPTING
- OTHER TOOLS

PRINCETON

- 1.1.3 STATEMENT ON FREEDOM OF EXPRESSION
- BECAUSE THE UNIVERSITY IS COMMITTED TO FREE AND OPEN INQUIRY IN ALL MATTERS, IT GUARANTEES ALL MEMBERS OF THE UNIVERSITY COMMUNITY THE BROADEST POSSIBLE LATITUDE TO SPEAK, WRITE, LISTEN, CHALLENGE, AND LEARN. EXCEPT INsofar AS LIMITATIONS ON THAT FREEDOM ARE NECESSARY TO THE FUNCTIONING OF THE UNIVERSITY, PRINCETON UNIVERSITY FULLY RESPECTS AND SUPPORTS THE FREEDOM OF ALL MEMBERS OF THE UNIVERSITY COMMUNITY “TO DISCUSS ANY PROBLEM THAT PRESENTS ITSELF.”

- “I WANT TO STATE CLEARLY, ESPECIALLY TO THE THOUSANDS OF PEOPLE WHO HAVE CONTACTED MY OFFICE WITH CONCERNS ABOUT AN UPCOMING VISIT BY A SPEAKER KNOWN FOR RACIST AND MISOGYNIST PROVOCATION, THAT WE UNDERSTAND AND EMPATHIZE WITH THEIR OBJECTIONS AND FRUSTRATION.” CAUCE 1/6/17
- “PEACEFUL PROTEST AND POLITICAL ACTION ARE MUTUALLY REINFORCING METHODS OF ACHIEVING CHANGE IN OUR SOCIETY.” CAUCE 1/16/17
- THE MESSINESS OF DEMOCRACY IS A FEATURE, NOT A DEFECT. THE INTERPLAY OF DIFFERING IDEAS, DEEPLY HELD AND PASSIONATELY ARGUED, IS HOW WE REACH UNDERSTANDING.” CAUCE 1/16/17

- “THE VIOLENCE THAT OCCURRED IS A BETRAYAL OF ALL THOSE WHO SOUGHT TO EXERCISE THEIR RIGHT TO BE PEACEFUL PROTEST OR TO ATTEND THE EVENT. THE RIGHT TO PEACEFUL PROTEST IS EVERY BIT AS SACROSANCT AS THE RIGHT TO SPEAK...” CAUCE 1/21/17
- MANY WANTED THIS EVENT CANCELLED. “SO WHY DID I ALLOW THIS EVENT TO GO ON? FIRST, THERE IS A LEGAL RIGHT OF OUR STUDENT GROUPS TO INVITE SPEAKERS, EVEN A CONTROVERSIAL ONE WHOSE MESSAGE IS ANATHEMA TO MANY, INCLUDING ME. WE ARE BOUND BY THE LAW. BUT BEYOND THAT, CANCELLING AN EVENT WOULD HAVE SENT THE MESSAGE THAT A RISK OF DISRUPTION OR CONFLICT CAN BE USED TO OVERWHELM OUR RIGHTS.” CAUCE 1/21/17

As a university leader, it is my obligation to challenge discrimination whenever it emerges within our university community. Although the First Amendment may give someone the right to criticize our commitment to diversity, it also gives me the right to condemn messages such as the ones we were subjected to on Saturday. These leaflets were designed to fuel hatred directed at virtually every member of our campus community. I encourage vigorous discussion of difficult issues, and I welcome all points of view, but I will not remain silent when confronted with messages designed to stifle discussion by promoting fear and intolerance.

COMMUNICATIONS

- STATEMENTS SHOULD BE ACCURATE, INTENTIONAL, CONSISTENT WITH COLLEGE POLICIES AND VETTED BY MULTIPLE SOURCES
- THERE ARE RISKS AND OBLIGATIONS ASSOCIATED WITH COMMUNICATIONS
- UNIVERSITY OF OREGON – “AS A FATHER I WAS APPALLED AT WHAT I READ . . .AND DISAPPOINTED OVER THIS PROFOUNDLY DISTURBING INCIDENT.”
 - TIMING AND DUE PROCESS
- EVERGREEN – IF RECEIVE COMPLAINTS, WILL INVESTIGATE
- CLERY – IMMEDIATE THREAT AND TIMELY WARNING

SCRIPTING OR PROTOCOLS

- OPEN MEETINGS
 - HOW AND WHEN TO RECONVENE
- CLASSROOMS
 - ADDRESSING DISRUPTIVE CONDUCT
- MANAGING OTHER DISRUPTIONS

IMPACTS TO THE CAMPUS COMMUNITY

- HATE SPEECH IS PROTECTED
- HARASSMENT AND HATE CRIMES ARE NOT
- WHAT TOOLS DO YOU HAVE AVAILABLE TO PROTECT YOUR CAMPUS COMMUNITY?
- DO THEY NEED TO BE UPDATED?
- ARE THE RIGHT PEOPLE VERSED IN THEM?

AMERICAN UNIVERSITY

- AFRICAN-AMERICAN FEMALE STUDENT BODY PRESIDENT
- BANANAS HANGING FROM NOOSES
- HARAMBE BAIT
- PERSONAL INFORMATION POSTED
- HARASSMENT ENCOURAGED BY BLOGGER – AND RESPONDED
- “KNOW THAT AMERICAN UNIVERSITY REMAINS COMMITTED TO PRINCIPLES OF DIVERSITY, INCLUSION, COMMON COURTESY, AND HUMAN DIGNITY, AND ACTS OF BIGOTRY ONLY STRENGTHEN OUR RESOLVE...ANYONE WHO DOES NOT FEEL SIMILARLY DOES NOT BELONG HERE.”

IMPACTS ON THE CAMPUS COMMUNITY

- RESPONDING TO CONCERNS
- REFERRALS AND RESOURCES
- SAFETY PLANNING
- FACILITATION OR DISPUTE RESOLUTION

- FEMINISTS UNITED; LAROSE; FLOETING

AFTERMATH

- FACILITATED DISCUSSIONS/DISPUTE RESOLUTION
- COUNSELLING
- SERVICES
- DEBRIEFING
- REVIEW
- CLOSURE

IT IS NOT THE CRITIC WHO COUNTS. NOT THE MAN WHO POINTS OUT HOW THE STRONG MAN STUMBLES OR WHERE THE DOER OF DEEDS COULD HAVE DONE THEM BETTER. THE CREDIT BELONGS TO THE MAN WHO IS ACTUALLY IN THE ARENA, WHOSE FACE IS MARRED BY DUST AND SWEAT AND BLOOD, WHO STRIVES VALIANTLY, WHO ERRS, WHO COMES SHORT AGAIN AND AGAIN, BECAUSE THERE IS NO EFFORT WITHOUT ERROR AND SHORTCOMING; BUT WHO DOES ACTUALLY STRIVE TO DO THE DEEDS, WHO KNOWS GREAT ENTHUSIASMS, THE GREAT DEVOTIONS, WHO SPENDS HIMSELF IN A WORTHY CAUSE, WHO AT BEST KNOWS IN THE END THE TRIUMPH OF HIGH ACHIEVEMENT, AND WHO AT THE WORST, IF HE FAILS, AT LEAST FAILS WHILE DARING GREATLY, SO THAT HIS PLACE SHALL NEVER BE WITH THOSE COLD AND TIMID SOULS WHO NEITHER KNOW VICTORY NOR DEFEAT.

THEODORE ROOSEVELT

QUESTIONS?