



Flagler College Policy on Demonstrations and Free Expression

Cabinet Approved July 2020

Fundamental principles

1. Flagler College is a community of learners. As such, we recognize and affirm that freedom of expression and free intellectual inquiry and debate are vital to our academic mission and must be protected, even when the views expressed are unpopular or controversial.
2. Freedom of expression on the Flagler College campus necessitates the ability of students, faculty, and staff to engage in peaceful protests and demonstrations. Freedom of expression does not include the right to engage in conduct that threatens safety, suppresses others' right to speech, or disrupts the education of Flagler students.

The purpose of this policy is to establish guidelines for demonstrations and protests, including considerations of time, place, and manner.

Successful demonstrations require planning and accountability

To ensure that demonstrations do not threaten the safety of others, suppress others' right to speech, or disrupt the education of students, Flagler College community members (current students, faculty, and staff) are expected to notify the College via [Online Demonstration Form](#) five (5) days in advance of the demonstration, if possible. The College will respond to the demonstration organizers with respect to reasonable time, place, and manner considerations within 24 hours of notification.

Demonstration organizers should provide the following information when they notify the College:

1. Nature of the demonstration.
2. Location of the demonstration. If on campus Palm Garden is only location.
3. Security needs of the demonstration.
4. Time of the demonstration.
5. Plans for managing disruptive behavior should it occur.
6. Any other necessary considerations. For example, if the demonstration opposes or otherwise relates to another approved Flagler event, the location of a demonstration will be discussed with organizers to allow them to be as proximate to the other event as deemed safe.
7. Contact information for organizers.

Considerations of time, place, and manner



Demonstrations for which adequate notification is provided will be approved as long as considerations of time, place, and manner have been addressed. The College reserves the right to modify the time, place, or manner of a demonstration when there is a reasonable expectation that it may threaten safety, suppress others' right to speech, or disrupt the education of students, such as by interfering with the ability of others to see, hear, or participate in another event, class or academic activity.

Examples of conduct that will require modification of time, place, or manner or (if they do occur) would constitute violations of this policy include:

1. Blocking access to campus facilities or activities or impeding traffic, including to the venue in which another event is being held.
2. Utilizing signs constructed of hard materials other than cloth or cardboard, or large items.
3. Using bullhorns or other loud or amplified sound-making devices inside of buildings.
4. Exceeds maximum capacity or blocks/congests emergency egress.

Examples of conduct that is expressly prohibited by other College policies include:

1. Introducing torches or other dangerous or hazardous items or weapons on campus.
2. Coercing members of the community to accept promotional materials or leaflets.
3. Using chalk on campus buildings or otherwise causing damage to any structures or causing injury to individuals.
4. Engaging in theft or vandalism or other property damage.
5. Using intimidating tactics, hate speech, or unwelcome physical contact between demonstrators, counter-demonstrators, audience members, speakers or performers, or College officials, per our workplace violence and Honor Code Non-Discrimination policies.
6. Cause fire alarm or tamper with emergency, life safety or fire suppression systems that may endanger others in the vicinity.

Response to violations of the policy

If there is conduct that violates College policy, demonstration organizers/participants will be advised to stop the offensive conduct. A designated College official (e.g. in the case of a student demonstration, the VPSA or designee) will inform the organizers of the need to address the conduct. Behavior that continues to be in violation of College policy will be addressed as appropriate.



Demonstration organizers should be aware that the use of public streets for parades or demonstrations is subject to the city of ST. Augustine ordinances and may require a city permit.

Demonstration organizers should also be aware that Campus Security and St. Augustine Police Department has the authority to respond to threats of violence and acts of violence without first contacting demonstration organizers or Flagler College administrators.

Demonstrations involving members of the public

Flagler College is a private institution, and as such may require members of the public who are not current faculty, staff, or students to leave Flagler College property. Failure to comply may result in arrest for unlawful trespass or other criminal violations. Members of the Flagler College community who invite members of the public onto the campus are responsible for the conduct of their guests.

There may be circumstances in which it is not possible to meet this expectation, for example in the case of a spontaneous demonstration or a demonstration held in response to an unanticipated event. In such cases, organizers are responsible for ensuring that the demonstration is in compliance with all the other provisions of this policy and for contacting the College as soon as possible.