

## **Lehman College Guidelines for Safe On-Campus Assemblies**

As a public institution of higher education, Lehman College is committed to academic freedom and the free exchange of ideas and expression of all points of view for members of the College community, including individual students, faculty, and staff, and recognized groups of those constituencies. At the same time, the College has a responsibility to protect the safety of everyone on campus and to prevent discrimination, harassment, and disruptions to the College's academic operations.

### **Content-Neutral Reasonable Time, Place, Manner Restrictions:**

Consistent with the First Amendment, the College may regulate speech on campus by imposing content-neutral "reasonable time, place, and manner" ("TPM") restrictions so long as (1) the restrictions are necessary to fulfill a significant legitimate institutional purpose and (2) other avenues remain available for communicating the same message to the same audience.

Examples of such regulations include but are not limited to:

- The College could prohibit using a bullhorn during an event if the use of a bullhorn is so noisy that it interferes with classes scheduled for the same time.
- The College could restrict the hours or location of an event or speaker provided the rule was reasonably necessary to prevent disrupting such activities as teaching or course registration.
- The College could prohibit demonstrations taking place near academic buildings during class hours, which could interfere with learning.
- The College could prohibit demonstrations occurring in locations that could block egress in and out of academic and administrative buildings.

### **Violations of TPM Restrictions:**

A member of the College community who fails to comply with the College's reasonable time, place, and manner restrictions or fails to comply with a directive to cease behavior in violation of those restrictions would violate one or more of CUNY's Rules and Regulations for the Maintenance of Public Order (the "Henderson Rules"), which prohibit, among other things:

- Interfering with the institution's educational processes and facilities;
- Interfering with the rights of others who wish to avail themselves of the College's instructional, personal, administrative, recreational, and community services; and
- Failing to comply with lawful directions issued by representatives of the University/college

Students whose conduct violates the Henderson Rules are subject to disciplinary charges under Article XV of the CUNY Bylaws. Penalties range from a warning to expulsion. Employees may be subject to disciplinary action in accordance with applicable CUNY policies and collective bargaining agreements.