

Interim Civil Discourse, Speech and Expression Policy

Responsible University Official: Vice President of Student Development/Matt Goodwin; Provost/Mike Lewis

Policy Owner: Vice President of Student Development/Matt Goodwin

Policy Contact: Director of the Student Involvement Center/Jackie Weber

1.0 Reason for Policy

Saint Louis University's (SLU's) commitment to freedom of expression, consistent with its Catholic, Jesuit heritage and its status as a research university, is detailed in its *Statement on Speech, Expression and Civility*. This policy, and its supporting procedures, details how the philosophy expressed in the *Statement* will be promoted and facilitated in the daily life of the SLU community. The focus of the policy is on creating an environment for learning that embraces diverse opinions across political and ideological spectrums and encourages civil discourse while assuring that the legitimate concerns of the institution for reverence toward diversity, safety of its community and security of the campus environment are met.

2.0 Policy Statement

2.1 Governing Tenets

Saint Louis University welcomes diversity of thought and lively debate on the variety of issues that energize an academic community's search for truth. The University recognizes that facilitating free expression is not always tidy and may even be controversial. However, it also recognizes that providing opportunities for such expression is fundamental to its role as an academic institution, and, in particular, as a Catholic, Jesuit University dedicated to the pursuit of truth for the greater glory of God and for the service of humanity. The University is therefore strongly committed to providing an environment wherein even the thorniest of matters can be explored openly and argued productively. The University neither dictates nor censors content. It does, however, have a responsibility to members of its community to assure that speech and expressive activities do not infringe on their safety or impede institutional functions.

SLU recognizes that providing opportunities (formal and informal, planned or spontaneous) for diverse and uncensored speech/expression is fundamental to SLU's role as a *university* – and, in particular, as a *Catholic, Jesuit University* dedicated to the pursuit of truth for the greater glory of God and for the service of humanity. Accordingly, SLU's primary interest in sponsoring and supporting speech and expression is, fundamentally, *educational*. This interest is reflected in the rubric to be used to evaluate proposals for speech and expression events (see Appendix I), and is reflected in the spirit and letter of this policy.

This policy complements but does not address the scope of other policies like the University's *Bias Related Incident Protocol* or the University's *Harassment Policy*. If speech and expressive activities during the events covered by this policy give rise to reports of bias, hate, or harassment, then these two policies provide the mechanisms for addressing the allegations. If appropriate, the *Reporting Concerns of Misconduct Policy* may also apply.

The University has a responsibility to all members of its community and all formally invited guests of the University to assure that speech and expression activities do not infringe on any community member's physical safety or impede institutional functions (including University-sponsored events at which University-invited speakers present). No University employee, as part of their role in the processes detailed herein for the review, approval, or monitoring of any speech or expression (as defined herein), shall withhold approval of, dictate, censor the content of, or terminate any planned or unplanned speech or expression, unless:

- A. the speaker or performer (or proposed speaker/performer) is engaging in, or is likely to engage in, speech or expression intended to incite physical violence against any group, to advocate or threaten imminently the physical safety of any of its members, to promote the violation of law; or
- B. the speaker/performer or their speech/performance is deemed likely to constitute, or is constituting, a clear, present, and significant risk to the orderly implementation of the University's activities and its obligation to maintain a physically safe environment for its community and its members;

The University recognizes that there are multiple perspectives on many of the issues that may be the subject of a University-sponsored speech or expression event and that such ideological diversity, and its free expression, are fundamental to the search for truth. Accordingly, the presentation of alternative views (including those representing the moral and social teachings of the Catholic church) as formal elements of University events is strongly encouraged, and in certain instances, may be required.

Protest by members of the University community of a University-approved event is a form of expression and speech that is supported by the University, provided such activities do not violate a speaker's ability to be heard, a performer's ability to perform, or an audience's ability to see/hear/experience a speech or performance as planned, and that protest activities otherwise conform to this policy.

2.2 Events

Planning An Approved Event

Responsibility for planning and managing an event is shared between the Sponsor and the appropriate University entities that manage space, catering, security, finance, and other functions that support event success.

Venue Considerations

Providing appropriate indoor or outdoor space for a planned event is a University commitment. Determination of the fit or propriety of a venue assignment is the responsibility of the Office of Events Services, which will consider the nature of the event, speaker/performer needs, capacities for attendees, ability for SLU to maintain the safety of all participants. However, appropriate event space is limited, and cannot be guaranteed.

Events for which an appropriate, University-approved venue is not available or formally assigned by the Office of Events Services may not be otherwise approved or held/conducted. Approval for use of a specific venue will not be withheld as a means of University control over the existence or content of an event.

The following locations are not available for planned or unplanned speech or expression:

- Private offices, research laboratories or associated facilities, residence hall rooms and apartments, and computer centers.
- Specific areas of offices, museums, libraries, and other facilities that contain valuable or sensitive materials, collections, equipment, and records protected by law, or by existing University policy such as educational records, student-related or personnel-related records, or financial records.
- Classrooms, seminar rooms, auditoriums, meeting rooms, or outdoor spaces in which classes, private events, or University meetings are being held or are scheduled to be held during the time of the planned or unplanned speech or expression.
- Outdoor and indoor locations when the free flow of traffic, both vehicular and pedestrian, is unreasonably impeded; when entrances or exits to private offices, classrooms, and meeting spaces are blocked; or when undue health and safety risks are created.
- Hospitals, clinics, and surrounding green space or grounds (including, but not limited to, sidewalks, access roads, parking areas, etc.), the facilities of healthcare service providers, emergency facilities, communication systems, utilities, or other facilities or services vital to the continued functioning of the University.

Additionally, the following University venues are considered sacred spaces and are not made generally available for SLU community use; they will be made available only for *selected* SLU-sponsored religious ceremonies, musical performances, and convocation-related events, and only with the express approval of the Office of the Vice President for Mission and Ministry:

- College Church
- Residence Hall Chapels
- MOCRA

Access Considerations

Access to a University Event shall be limited to the audience(s) listed on the approved event proposal. Attendees may be subject to screening to determine compliance with University policies concerning possession of firearms, alcohol, or other proscribed items on University property. Attendees at University Events may be required to show approved SLU identification at the entrance or at any time when requested to do so by a University official or security personnel.

Event Publicity

Public Events open to those not affiliated with the University may be publicized to the larger community through any appropriate means, whereas University Events should be publicized only on the campus, and publicity should include the following statement: "This is a University event limited to the SLU community, and admission to the event will require presentation of a valid SLU identification." In publicizing any event, the sponsor will clearly indicate in all materials and media that "The views expressed by speakers, presenters, or others who participate in this program do not imply approval or endorsement by the sponsoring group or by Saint Louis University."

Alternative Views and Discourse

The University recognizes that there are multiple perspectives on many of the issues that may be the subject of a sponsored event and that such ideological diversity, and its free expression, is fundamental to the search for truth. The presentation of such alternative views at sponsored events is therefore encouraged in efforts to advance the University's commitment to civil discourse and free expression. This presentation

provides an opportunity for those who may disagree with the subject matter of a specific event to engage in a form of dialogue with the speaker or performer as well as those hosting and attending the event. Such opportunities for presentation should be planned and approved in advance, to the extent possible, and may be expressed during a moderated question and answer period, by a respondent speaker or panel at the time of or after the event, in a separate opportunity for such response following an event, or in written materials distributed prior to, or at the event.

Catholic Identity

As a Catholic, Jesuit institution, the University is mindful of the social and moral teachings of the Catholic Church but has no intention of censoring speech or dictating content. In some instances, the University's senior administration may determine that it is important to offer a perspective in accordance with the University's Catholic, Jesuit identity if the subject matter of a speech, performance, or presentation is clearly contrary to moral and social teachings of the Catholic Church. This perspective may be presented in a variety of ways and may either be a part of the event itself or presented at another time or place. If sharing a Catholic perspective is to be a part of the event itself, the form and implementation will be coordinated with the event sponsor and Responsible Official (RO).

Communications

The sponsor is responsible for receiving and responding to pre- and post-event communications such as calls, letters, and emails whether such are supportive or critical of the event. The response should include the rationale for the sponsor's choices regarding the event as well as the sponsor's view of the value the event brought to the SLU community.

Event Review

Following a public or University event as defined in this policy, the sponsor is encouraged to prepare a brief report detailing those things that went well and any problems experienced. In particular, the sponsor's comments on the application of this policy and the related procedures to their experience would be useful. The report will be provided to the Speech, Expression, and Civil Discourse Committee (SEDC) as a part of its monitoring responsibility.

Political Campaigns

Pursuant to the University's tax-exempt status under Section 501(c)(3), the University has a robust *Statement on Political Activities*; that *Statement* is hereby incorporated into this larger policy on speech on campus. Sponsors must consider that the University, as a tax-exempt entity, is prohibited by law from participating or intervening, directly or indirectly, in any political campaign on behalf of or in opposition to any candidate for public office at any level; and from supporting particular candidates, political parties, or substantial activity that attempts to influence legislation.

This prohibition extends to political fundraising and traditional political rallies, and any event involving an elected official, political candidate, or surrogate must be educational in nature and approved in advance by the RO and President.

Compliance with these legal requirements does not mean the University will either promote or suppress expression across the spectrum of political thought represented in its diverse community. Information about Political Activities on campus can be found [here](#).

2.3 Approval of An Approved Event

Approval of a submitted student-related campus event is the responsibility of the Student Involvement Center (SIC). Student organizations are encouraged and welcome to hold events on campus. All student events require an approval certificate from the SIC.

This process begins by submitting the event request to **SLUGroups**. Once the organization's event has been approved, download the certificate from your "Event Management" page in SLUGroups and attach it to the 25Live reservation that is generated upon submission. Failure to provide an approval certificate will result in denial of the event request.

The only exceptions to this approval process are general body meetings scheduled on behalf of the Student Government Association.

Students may not host events as individuals. A student must be part of a chartered student organization (CSO) and the event must be related to and supported by their CSO. All developing student organizations (DSO) must have the support of the Student Government Association (SGA) to host an event.

Study groups should use dedicated locations on campus including study rooms in Pius Library and Residence Halls before trying to reserve an event space.

2.4 Managing an Approved Event

Responsibility for managing an event is shared between the sponsor and the University. A representative of the sponsor will set the context for the event. Prior to introducing the speaker or performer, the sponsor's representative will address the University's commitment to civil discourse and freedom of expression and urge attendees to comply in the interests of a fruitful exchange of views. If a presentation of Alternative Views on the speaker's or performer's content is to be a part of the event program, the representative will provide information as to how this will occur.

If deemed necessary for an event, a Designated University Official (DUO) will be present. The DUO is responsible for assuring the event proceeds in a manner consistent with this policy and that supports the speaker's or performer's right to be heard and the audience's right to see and hear the speech or performance. Management of events that engender conflict or stimulate demonstrations or protests are discussed later in the policy.

In the event the speech or performance is interrupted to the extent the speaker or performer's ability to be heard is compromised, the sponsor's representative should be the first person to intervene and attempt to bring the event back on track. Intervention techniques for the sponsor may include:

1. reminding attendees of the civil discourse commitment;
2. restating the opportunity for Alternative Views and Discourse, if provided; or
3. recessing the event for a time certain to re-establish control.

Response to disruption will be coordinated with the DUO assigned to the event who has the authority to intervene. In general, the DUO will not intervene in the event unless requested by the sponsor's representative or if the event crosses the threshold to involve a legal or safety concern, that is, activity that:

- Is illegal or represents imminent threat of causing violence or illegal action; or
- Advocates the physical harm, coercion, intimidation or other invasions of personal rights of individuals within the University community; or
- Advocates damage or destruction or seizure of University buildings or other property, or

- Involves activity that disrupts or obstructs the functions of the University or imminently threatens such disruption or obstruction.

A potential sequence of intervening actions on part of the DUO could be as follows:

1. Providing verbal warnings to the disrupting party
2. Requesting removal of persons who present a significant disruption to the event
3. Authorizing security action, in potential conjunction with DPS
4. Suspending or bringing the event to a recess
5. Terminating the event

2.5 Managing Conflict

Although the University values and promotes civil discourse as the best approach to examining different positions on controversial issues, it recognizes that many issues involve passionately-held opposing viewpoints that engender conflict.

The University supports the right of members of its community to freely express their disagreement with any speaker or performer, provided that such expression neither impairs the speaker's or performer's free speech ability to be heard, nor represents an imminent threat to the safety and security to any members of the SLU community or interferes with the normal functioning of the University.

The University's policy is to facilitate an exchange of views on issues, even when that exchange may be contentious. The University reserves the right to act, however, whenever necessary to maintain a safe and secure environment for its community.

Restrictive action on a speech or performance should be taken sparingly when there is a clear and foreseeable threat to the safety and the orderly functioning of the University's academic and business functions.

Anticipatory Actions

Event sponsors and designated University officials have a joint responsibility for assessing whether a proposed speaker or performer is likely to be considered offensive or harmful by individuals or groups within the SLU community. For those instances where an individual or group in the SLU community is likely to be aggrieved by a speaker or performer, it is strongly encouraged that a conversation take place in advance involving University officials, the sponsor, and aggrieved parties to examine and consider potential impacts and concerns. As a part of the discussion, potential for the presentation of Alternative Views or other demonstrations of dissent from a speaker or performers views should at least be considered.

When considering an event request, particular attention will be given to whether or not the proposed speaker or performer espouses positions that denigrate or attack marginalized individuals or groups, or those who experience structural discrimination and systemic injustice in our society. In such situations, the University must consider the impact a speaker or performer may have on the individual or group and take appropriate supportive actions.

These actions may include publicly rejecting or condemning some ideas and beliefs promulgated by the proposed speaker or performer, as well as providing care and concern for vulnerable individuals, as dictated by the circumstances in a specific situation.

In instances where a proposed speaker or performer has a track record of creating controversy or taking position(s) in conflict with the traditions and values of the University as set out in the *Statement*, or advocating actions that raise concerns for safety, the RO will notify the sponsor of the specific concerns raised by the invitation.

The RO will work with the sponsor to assess the potential risk posed by the proposed speaker or performer(s) and develop a plan of action to address such risks. The RO may consult as needed with the SECDC and/or with subject matter experts. Following review, the RO will provide guidance to the sponsor concerning the location, structure and timing of the event, as well as the consideration of Alternative Views.

Speakers or performers invited by an academic department, although not connected to a particular class or curriculum, and members of the SLU community (i.e., faculty, staff and students) who are presenting or performing on campus are excluded from the requirements set forth in this section.

2.6 Communications

The sponsor is responsible for receiving and responding to pre- and post-event communications such as calls, letters, and emails whether such are supportive or critical of the event. The response should include the rationale for the sponsor's choices regarding the event as well as the sponsor's view of the value the event brought to the SLU community.

2.7 Unplanned/Spontaneous Speech and Expression

Chalking

The use of chalk ("chalking") is permitted on most sidewalks and streets on university property that are exposed to the elements. Chalking is only permitted in areas where the chalk would be washed away by normal rainfall.

Chalking is prohibited on building exteriors or other vertical surfaces and on horizontal surfaces covered by permanent structures such as covered walkways, tented entryways, and covered terraces. It is also prohibited on brick pavers, benches, fountains, planters, windows, trees, outdoor art installations, and memorials. The use of spray chalk or other spray products (toxic or non-toxic) is strictly prohibited.

University maintenance will only remove chalking from unpermitted locations or for special circumstances such as construction or special events. Otherwise, chalk messages will remain subject to rainfall.

Academic Speech

This policy pertains to "non-academic speech," the speech and expression (as defined herein) engaged in outside the classroom or not as a part of the curriculum of any SLU academic course(s) and not as part of any faculty development program/initiative.

This policy does not apply to faculty engaged in the planning, implementation/teaching of any course or academic program requirement to which they have been assigned.

This policy does not apply to faculty who invite guests to present to primarily SLU faculty audiences (when the presentation is not open to the general public or students) for the purposes of faculty research/scholarship/creative activity or any related faculty professional development.

This policy does apply to faculty members when they serve as formally-designated Faculty Advisors to SGA-chartered student organizations (CSOs), Developing Student Organizations (DSOs), and Recognized Student Organizations (RSOs).

3.0 Scope

This policy applies to all operating units of Saint Louis University, including SLU Madrid, including all faculty, staff, students, volunteers, and other workforce members not otherwise identified.

The expectation for civil discourse at events and activities is governed by this policy and extends equally to the SLU community and to those guests and visitors in attendance who are not members of the SLU community.

This policy does not apply to speakers invited to address a class as a part of the curriculum; to convocations such as commencement; or to speakers and performers in designated University venues when such venues have been rented to unaffiliated organizations, either for-profit or not-for-profit. Such rental arrangements are subject to other University approved policies, which are generally consistent with this policy.

4.0 Procedures

Saint Louis University events can be scheduled up to one year and as late as 15 business days in advance. Submitters are encouraged to review the University's scheduling policy before submitting requests.

Event locations are scheduled on a first come first serve basis. The University recommend scheduling events as early as possible to avoid losing out on the preferred location.

Events scheduled fewer than 15 business days in advance will not be eligible for custom layouts or any services from the University's campus partners.

If the event planner believes the event should be scheduled more than one year in advance, please reach out to events@slu.edu to begin the exemptions process. If the requesting organization is a student organization, organizers are encouraged to work with the event coordinator in the [Student Involvement Center](#) before contacting Event Services.

SLU Madrid guest speaker procedure

Additional information about booking a guest speaker can be found on the SLU Madrid [website](#).

5.0 Sanctions

Individuals who fail to comply with this policy and the procedures associated with it may be subject to disciplinary actions guided by the University's *Staff Performance Management Policy*, *SLU Faculty Manual (St. Louis Campus)*, or *Student Handbook*. Non-compliance with this policy may result in disciplinary action, up to and including separation from the university.

6.0 Responsibilities

Responsibilities of the RO: Assuring compliance with this policy is the responsibility of the RO for the sponsor's area and, ultimately, the President. The implementation of the policy will be reviewed periodically by the SECDC.

In carrying out that responsibility, the functions of the committee include developing guidelines as needed to implement this policy; monitoring of the effectiveness of the policy and procedures in achieving their intent; proposing amendments to the policy and procedures when needed; and periodically communicating and maintaining transparency with the SLU community concerning the effectiveness of the policy and procedures in supporting the objectives articulated in the *Statement on Speech, Expression and Civility*.

The SECDC also helps develop, publicize, and review appeal procedures.

Responsibilities of Faculty Advisors: The formally-designated faculty advisor of every chartered SGA organization is responsible for (a) answering the following questions about any potential guest considered for an invitation from the advisor's SGA organization to engage in speech or expression at SLU, and (b) acting in accordance with the guidance provided below based on the answers.

1. Is the impetus for the invitation truly an internal student interest in the *educational value*, for SLU students or the SLU community, of the activity or event? *If "No" then the faculty advisor is obligated to not support the proposed speaker.*
2. Is the speaker, or any formally-designated agent of the speaker, known for intentionally co-opting students' educational interests for the advancement of an external agenda (of the speaker's, or of their supporters/funders) that SLU, institutionally, has no articulated interest or role in advancing? *If "Yes" then the faculty advisor is obligated to not support the proposed speaker.*
3. When you consider the range of potential speaker options for the particular educational goal of your student organization, is the educational value sought by students *best served* by the prospective speaker? *If "No" then the faculty advisor is obligated to not support the proposed speaker.*
Note: The "range of potential speaker options" assumes reasonable evaluation of speaker propriety to the educational goal, speaker availability, speaker fees and associated costs, speaker non-fee/non-cost requirements, etc.
4. Beyond reasonable personal remuneration for professional services rendered, is the speaker's interest in accepting the invitation to speak *exclusively* for the educational benefit of SLU's students (as opposed to acceptance to advance an alternate benefit for the speaker or their supporters/funders)? *If "No" then the faculty advisor is obligated to not support the proposed speaker.*

7.0 References

University Policies Including but not limited to: 

Reporting Concerns of Misconduct Policy

Saint Louis University Bias Incident Protocol

Saint Louis University Harassment Policy

SLU Faculty Manual (St. Louis Campus)

University Resources Including but not limited to:

Saint Louis University Statement on Speech, Expression and Civility:

Statement on Political Activities

8.0 Definitions

Academic Community. "Academic community" refers to the students, faculty, clinicians, and staff of the University; it specifically refers to them in their SLU community roles (i.e., staff acting in their roles as staff, not as individual persons).

Convocation is any University-wide event which is open to the public and a part of the University Academic Calendar, such as Baccalaureate or Commencement.

Designated University Official (DUO) is a University administrator assigned to coordinate any needed University response at any potentially disruptive event.

Disruptive behavior is any effort by attendees at an event to prevent a speaker or performer from exercising the right to free speech by interfering with their ability to be heard.

Organization refers to a group of SLU community members who have formally aligned around a common purpose or theme, and which has been formally recognized by the University.

Outside speaker or performer is an individual or group of individuals not otherwise affiliated with the University invited by a sponsoring organization to speak or perform in a University venue.

Public Event is an event at which attendance is open to the general public.

Publicly-accessible Space includes all traditionally-public areas on the campus such as walkways, quads, plazas, lawns, and other green spaces.

Physical Safety. Physical safety refers to any injury, damage, or impairment to the body. SLU recognizes the impact of psychological safety on physical safety and the Responsible Official (RO) will take that impact into account when making judgements about physical safety at a proposed event.

Psychological Safety. A feeling (explicit or implicit) within an activity that participants are comfortable participating, speaking up, sharing thoughts, and asking for help as heeded without concern for retribution or embarrassment. SLU recognizes the impact of psychological safety on physical safety and the Responsible Official (RO) will take that impact into account when making judgements about physical safety at a proposed event.

Responsible Official (RO) is the University administrator who has responsibility and is accountable for the sponsor's area, for example: the Vice President for Student Development or designee is the RO in the case

of student-sponsored events and the Provost or designee (e.g., a Department Chair) is the RO for faculty-sponsored events.

Senior University Official is the President of the University or another official designated by the President for purposes of implementing this policy, either in general or in a specific instance.

Speech, Expression, and Civil Discourse Committee (SECDC) is an advisory group appointed by the President of the University, chaired by the Vice President for Student Development (or designee), and charged with periodically reviewing this policy, monitoring its effectiveness, and recommending changes when needed. Upon request, the SECDC also provides advice and recommendations regarding controversial event requests.

University Event is one at which attendance is limited to members of the sponsoring group (closed university event) or to the SLU Academic community (open university event).

Given the research on the impact of psychological distress on the physical body, any type of engagement that is demonstrated to create significant psychological harm will also be considered as a potential threat to physical health and safety.

Planned Speech or Expression. Planned speech or expression is speech or expression conducted/engaged in as part of any activity or event formally planned by a recognized SLU sponsor.

Sponsors. A sponsor is (a) any individual member of the SLU community or (b) any organization of students, faculty, or staff formally recognized by the University (through its usual procedures for such recognition, including but not limited to the chartering of student organizations by the SGA), that sponsors, plans and/or conducts activities or events involving planned speech or expression by either a SLU community member or a formally-invited guest.

Sponsorship. Sponsorship is the assumption of direct responsibility for the conduct (in full compliance with this policy) of all of the following aspects of any University event or activity at which planned speech or expression will occur:

- Conception/ideation of an event or activity
- Planning/organizing an event or activity
- Conducting/implementing an event or activity
- Selection of speakers or performers.
- Informing speakers or performers of this policy, of the University's commitment to civil discourse, and of and the potential for a presentation of alternative views.
- Identifying an appropriate campus venue for the event. Note: Sponsors must explicitly consider whether the speaker should present in any of SLU's sacred spaces (e.g., College Church, residence hall chapels, etc.); sponsors should consult with the VP for Mission and Identity as appropriate.
- Identifying funds required to support the event, including speaker/performer fees and other costs such as venue charges or security costs, if applicable to the event. (If the costs of an event are being met in whole or in part, in cash or in kind, by an organization outside the University, the outside organization is responsible for costs incurred by the University in proportion to its financial contribution to the event.)
- Responding to contacts (calls, emails, etc.) concerning an event, speaker or performer before and after an event in a timely and responsible fashion.

- Helping assess the potential for disruptive behavior or protests related to the event and proposing a plan for dealing with same. (See Section 2.3)
- Following all established University policies and procedures related to contracting, scheduling, and use of facilities.
- Maintaining to the fullest extent possible a safe environment.

Academic community refers to the students, faculty, clinicians, and staff of the University.

Alternative Views and Discourse is a planned and approved opportunity for those with alternative viewpoints concerning the content of a speech or performance to express those viewpoints.

Civil discourse is a framework for behavior of all participants, prior to, during, and following a speech or performance on campus. Based on the Ignatian guidelines incorporated in the *Statement*, this policy defines this discourse as that which encourages those involved to:

- focus on the issues rather than on the individual(s) espousing them;
- defend their interpretations using factual information;
- thoughtfully listen to what others say;
- strive to maintain respect for the other while undertaking a serious exchange of views;
- appreciate and understand that passion in presenting views is not incivility;
- seek the sources of disagreements and points of common purpose;
- embody open-mindedness;
- take the time necessary for a full conversation, even if it is inconvenient.
- avoid violence of any kind.

(Adapted from A Plea for Civil Discourse: Needed, the Academy's Leadership: Andrea Leskes. Liberal Education. Fall 2013, Vol.99, No. 4)

9.0 History

This is an updated policy from the version previously approved in 2020.

