

# Rights, Rules, Responsibilities

## 1.2 University-Wide Conduct Regulations

### 1.2.1 Respect for Others

Respect for the rights, privileges, and sensibilities of each other is essential in preserving the spirit of community at Princeton. Actions which make the atmosphere objectively intimidating, threatening, or hostile to individuals are therefore regarded as serious offenses. Abusive or harassing behavior, verbal or physical, which demeans, intimidates, threatens, or injures another and is sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions, or living conditions is subject to University disciplinary sanctions. Making tolerance of such behavior or submission to it a condition of employment, evaluation, compensation, or advancement is an especially serious offense. Procedures for resolving complaints or grievances regarding abusive, harassing, or disrespectful conduct are discussed under Rights, Rules, Responsibilities section [1.2.2 \(/2023/university-wide-regulations/12-university-wide-conduct-regulations#comp122\)](#), (Discrimination or Harassment (Based on a Protected Characteristic)), section [1.3 \(/2023/university-wide-regulations/13-title-ix-sexual-harassment-and-university-sexual-misconduct\)](#), (Title IX Sexual Harassment and University Sexual Misconduct) and section [2.2.5 \(/2023/students-and-university/22-regulations-concerning-specific-aspects-student-life#comp225\)](#), (Disorderly and Disrespectful Conduct), as well as Human Resources policy [1.1.3](#) (<https://hr.princeton.edu/myhr/policies/responsibilities-employees>), (Responsibilities of Employees).

Princeton University strives to be an intellectual and residential community in which all members can participate fully and equally, in an atmosphere free from all manifestations of bias and from all forms of discrimination, harassment, exploitation, or intimidation. As an intellectual community, it attaches great value to freedom of expression and vigorous debate, but it also attaches great importance to mutual respect, and it deplors expressions of hatred directed against any individual or group. The University seeks to promote the full inclusion of all members and groups in every aspect of University life.

Mutual respect requires special sensitivity to issues of bias. Expressions of bias directed at individuals or groups undermine the civility and sense of community on which the well-being of the University depends. They devalue the distinctive contributions of the individuals affected and impair their ability to contribute their views and talents to the community and to benefit fully from participating in it. By alienating those individuals, they harm the whole community. The University calls on all its members to display the appropriate sensitivity and to challenge expressions of bias whenever they encounter them.

### 1.2.2 Discrimination or Harassment (Based on a Protected Characteristic)

Princeton University is committed to creating and maintaining an educational, working, and living environment free from discrimination and harassment based on a protected characteristic. Princeton University's Policy on Discrimination and/or Harassment prohibits such discrimination and harassment and applies to all members of the University community.

When the University becomes aware of a complaint that a member of the University community may have been subjected to or affected by discriminatory and/or harassing behavior based on a protected characteristic, the University will take prompt action. The vice provost for institutional equity and diversity in the Office of the Provost will conduct an initial assessment of the information provided in the complaint to consider whether the alleged conduct, if substantiated by a preponderance of the evidence, could constitute prohibited conduct under the University's Policy on Discrimination and/or Harassment. If so, the vice provost for institutional equity and diversity may determine that the complaint may proceed to investigation. Complaints against undergraduate students only or graduate students only would be referred to the Office of the Dean of Undergraduate Students or the Office of the Dean of the Graduate School, respectively, for investigation. If the alleged conduct involves faculty members or staff, the matter would be referred to the University's Investigations Unit for investigation. If it is determined after investigation that a violation of University policy has occurred, appropriate action will be taken to stop the discrimination and/or harassment. The action taken by the University, including any remedial measures, will depend on the particular facts and circumstances involved.

**Protected characteristics** are those personal traits, characteristics, and/or beliefs that are defined by applicable law as protected from discrimination and/or harassment. They include race, creed, color, sex, gender identity or expression, pregnancy and related conditions, age, national origin, ancestry, religion, physical or mental disability, genetic information, veteran status, marital or domestic partnership status, affectional or sexual orientation, and/or other characteristics protected by applicable law.

**Discrimination** is adverse treatment of an individual based on a protected characteristic, rather than individual merit. Examples of conduct that can constitute discrimination if based on an individual's protected characteristic include but are not limited to:

Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, lower salary increase) because of their protected characteristic.

Failing or refusing to hire or admit an individual because of their protected characteristic.

Terminating an individual from employment or an educational program based on their protected characteristic.

**Harassment** is unwelcome verbal or physical behavior which is directed at a person based on a protected characteristic, when these behaviors are sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions or living conditions by creating an intimidating, hostile, or offensive environment. Examples of conduct that can constitute harassment if based on an individual's protected characteristic include but are not limited to:

Unwelcome jokes or comments about a legally protected characteristic (e.g., racial or ethnic jokes).

Disparaging remarks to a person about a legally protected characteristic (e.g., negative or offensive remarks or jokes about a person's religion or religious garments).

Displaying negative or offensive posters or pictures about a legally protected characteristic.

All communications, including those conveyed electronically, such as by email, telephone or voicemail, text messaging, social media or other internet use, that violate this policy.

**Retaliation** is prohibited against any individual or group of individuals involved in filing a report, complaint or grievance under the Policy on Discrimination and/or Harassment (or with an external entity), opposing in a reasonable manner an action believed to constitute a violation of University policy, participating in a University investigation, compliance review, or disciplinary proceeding, or filing a request for an accommodation under a University policy. (For purposes of this policy, "retaliatory action" is defined as intimidation, threat, coercion, discrimination, or adverse educational or employment action; acts of politeness and the like typically do not qualify.)

Depending on the circumstances referenced above, retaliatory acts may include (but are not limited to): adverse employment action; adverse action relating to participation in an educational program; unreasonably interfering with the academic or professional career of another individual; engaging in conduct which constitutes stalking, harassment, or assault; engaging in efforts to have others engage in retaliatory actions on one's behalf.

The full text of the Policy on Discrimination and/or Harassment, including examples of prohibited conduct, resources, and options for addressing concerns, can be viewed online

at: <https://inclusive.princeton.edu/addressing-concerns/policies/policy-discrimination-andor-harassment> 

(<https://inclusive.princeton.edu/addressing-concerns/policies/policy-discrimination-andor-harassment>), in an accompanying set of Frequently Asked Questions: <http://inclusive.princeton.edu/addressing-concerns/faqs> 

(<http://inclusive.princeton.edu/addressing-concerns/faqs>). Members of the University community are expected to be familiar with and adhere to the regulations set forth in the policy.

### **1.2.3 Peaceful Dissent, Protests, and Demonstrations**

Free speech and peaceable assembly are basic requirements of the University as a center for free inquiry and the search for knowledge and insight. These rights involve a concurrent obligation on the part of all members of the University, guests, and visitors to maintain on the campus an atmosphere conducive to scholarly pursuits and to respect the rights of all individuals.

In view of Princeton's obligation to promote the free expression of all views, the campus is open to any speaker whom students or members of the faculty have invited and for whom official arrangements to speak have been made with the University. The right of free speech in a university also includes the right to acts of peaceful dissent, protests in peaceable assembly, and orderly demonstrations which include picketing and the distribution of leaflets. These are permitted on the Princeton campus, subject to approval as to schedule and location, unless, or until, they disrupt regular and essential operations of the University or significantly infringe on the rights of others, particularly the right to listen to a speech or lecture.

All individuals and groups planning to engage in activities of the sort described in the previous paragraph should seek approval from the Office of the Dean of Undergraduate Students. Locations generally approved for these activities include the following:

The area adjacent to Chancellor Green Center (on the Firestone Library side).

The area in front of Frist Campus Center on the north side, by the Frist "gateway."

The areas to the west and south of Alexander Hall, and to the east of Alexander Hall, between Stanhope Hall and Morrison Hall.

The area in the vicinity of the east entrance to the University Store.

The area between Whig and Clio halls.

The cobblestone area between Firestone Library and Washington Road.

The area in the vicinity of the arch near the entrance to McCosh Hall, Room 50.

Scudder Plaza at Robertson Hall.

The area adjacent to Shapiro Walk between the Department of Computer Science and Mudd Manuscript Library.

The walkway in front of Nassau Hall.

The area in the vicinity of the north entrance to Jadwin Gymnasium.

In asking groups and individuals to seek prior approval for schedule and location, the University's goal is not to restrict free speech or peaceable assembly. Rather, it is to give the University the opportunity to provide space that accommodates the reasonable needs of both the University community and those engaged in acts of speech or protest. The University reserves the right to determine the time, place, and manner of all such activities.

Whenever appropriate, the Office of the Dean of Undergraduate Students, with assistance from and in consultation with the Department of Public Safety, will designate clearly marked areas for protests and demonstrations from among the list that appears above. In addition to those on this list, other locations may be designated because of particular circumstances associated with a protest or demonstration (for example, to schedule a protest in the vicinity of a campus public lecture held in a location not near those on the list). To the extent practicable, the marked areas will be within reasonable sight and sound of the speaker's and the audience's ingress to and egress from the location of the event. The University reserves the right to refuse permission to use a particular area for protests or demonstrations, including those on the designated area list. When such a decision is reached, the University will provide reasons when asked.

It is a violation of these policies whenever any individual prevents, or willfully attempts to prevent, the orderly conduct of a University function or activity, such as lectures, meetings, interviews, ceremonies, and public events; or blocks, or willfully attempts to block, the legitimate activities of any person on the campus or in any University building or facility.

Whenever a member of the University community, that is a member of the faculty, staff, or student body, violates these policies, that individual may be subject to University-imposed sanctions, including being barred from campus and/or arrested. Whenever a nonmember of the University community violates these policies, that individual may be barred from campus and/or arrested. Decisions to invoke University disciplinary action or arrest in the course of a protest or demonstration will be made after due warning and, wherever possible, such decisions will be made by officers of the University (see the Bylaws of the Board of Trustees).

All members of the press and media, both those affiliated with the University and those with no affiliation to the University, are fully subject to these provisions unless special arrangements for press coverage have been authorized by the University's Office of Communications. Ordinarily, arrangements of some kind to permit press coverage will be made when circumstances allow, and will be administered by the Office of Communications.

More detailed information about University policies and practices pertaining to Peaceful Dissent, Protests, and Demonstrations can be found on the website

<https://odus.princeton.edu/protests> (https://odus.princeton.edu/protests).

## **1.2.4 Distribution of Written Materials by Members of the University Community**

Free inquiry, free expression, and civility within this academic community are indispensable to the University's objectives. Inclusion of the name, telephone number, and/or email address of the University sponsoring organization or individual member of the University community on material resembling petitions, posters, leaflets distributed on campus, including materials disseminated using campus information technology resources or University internet access is encouraged, since such attribution promotes and facilitates civility as well as vigorous debate in the academic community. Anonymous public postings without sponsorship of a registered University organization or individual shall be removed or deleted if a complaint by a member of the University is lodged with the Office of the Dean of Undergraduate Students or the Office of the Dean of the Graduate School.

### **Posting of Notices**

Posters or notices of any kind may be affixed only to bulletin boards in dormitory entryways, food service units, academic and administration buildings, and outdoor kiosks, lampposts, and bulletin boards. Individuals are encouraged to remove outdated material from kiosks and bulletin boards rather than postering over existing notices.

## **1.2.5 Personal Safety**

Actions that threaten or endanger in any way the personal safety or security of others will be regarded as serious offenses.

The following offenses will be regarded as extremely serious:

1. Deliberate participation in a riot or general disturbance that threatens the safety, or seriously threatens the property, of either University members or members of the local community.
2. Intimidation by violence, by a threat of violence, or by property damage, which seeks to interfere with the free expression of ideas, or attempts to punish such free expression.

3. The possession, storing, or use on campus (including in any University housing) of (a) firearms (including antique firearms and imitation firearms); (b) any guns that shoot projectiles (including paintball, BB, air); (c) ammunition for any firearm; or (d) any explosive or incendiary device (including firecrackers and other fireworks). The use of prop guns in theatrical productions and the like requires advance written permission from the Office of the Dean of Undergraduate Students. (Easily identifiable toys, such as brightly colored or clear water guns, are not covered by this provision.)
4. The possession of weapons or the use or threatened use of weapons or objects capable of being used as weapons. (Students may possess small pocket-knives or kitchen implements and may use them for their intended purposes only.)
5. Any physical assault committed in the course of any University function or activity, or on the premises of the University or in the local vicinity, especially when unprovoked and/or when injury results.
6. Any other act that seriously endangers human life, or threatens serious physical or psychological injury.

## **1.2.6 Programs Involving Minors**

The University is dedicated to the welfare and safety of all individuals who participate in its programs and activities, with particular concern for minors, who are defined as individuals who are under the age of 18 years old and are not a matriculated college student at Princeton University or elsewhere. Members of the University community who interact with minors are expected to be acquainted with and abide by the University's Policy for Programs Involving Minors. For more information about this policy, see the following website: <https://minorsoncampus.princeton.edu>  (<https://minorsoncampus.princeton.edu/>).

## **1.2.7 Quiet**

Activities that take place in the vicinity of University residences, classrooms, the library, the chapel, and similar facilities must be conducted in such a way as to respect the necessity for maintaining a reasonable degree of quiet in such areas. (See "Noise" under section [2.2.1 \(/2023/students-and-university/22-regulations-concerning-specific-aspects-student-life\)](#) for more information.)

## **1.2.8 TigerCards (ID Cards) and Other Identification**

TigerCards are issued to eligible members of the University community and are intended for campus use only. Members of the community are asked to carry their cards while on campus. TigerCards are nontransferable and must be presented on request to authorized University representatives. TigerCards should not be lent or given to others even for short periods of time.

Possession, manufacture, sale, use, or transfer of false identification of any sort is a violation of the law and of University policy.