



STUDENT AFFAIRS & ENROLLMENT MANAGEMENT Office of the Vice President & Title IX Coordinator

Initiatives & Interventions in Response to Incidents at Mayor Nir Barkat Event, April 2016

Immediate & Short-Term Responses

- 4/26/16 – Provided training to the Student Activities & Events staff in the Dean of Students Office (DOS) regarding the five-point engagement protocol for engaging with protestors. This protocol is to be used for smaller groups, defined as 150 or less persons. For safety and security purposes, the protocol is to be altered as needed in order to address any groups larger than 150 persons. Note that this protocol was implemented for the remainder of the Spring 2016 term through May 27th with no further incident.

The following incremental interventions will take place should disruption occur:

1. First instance – Dean of Students or designee will make a verbal request to cease the disruption.
 2. Second instance – Dean of Students or designee, accompanied by a University Police Department (UPD) officer, will reiterate the verbal request to cease the disruption and also inform students that failure to comply may result in a charge of Code of Student Conduct violation and possible removal under CA Penal Code Section 403.
 3. Third instance – Dean of Students or designee, again accompanied by a UPD officer, will reiterate again the verbal request to cease the disruption and notify them again of potential administrative and/or legal consequences.
 4. Fourth instance - Failure to comply will result in removal by UPD and documentation of behavior for referral to Office of Student Conduct for investigation and sanctioning, as warranted.
 5. Fifth instance - Continued disruption thereafter may result in arrest/citizen's arrest.
- 5/16/16 - Dr. Mary Ann Begley, Interim Associate VP & Dean of Students, participated in a roundtable discussion on religious discrimination hosted by Stanford Law School.
 - 6/9/16 – DOS staff and UPD personnel participated in a webinar entitled, ***Managing & Responding to Student Protests/Demonstrations*** hosted by PaperClip Communications.
 - 6/13/16 & 6/15/16 – Dr. Begley hosted meetings with Associated Students and Student Activities & Events staff to discuss event planning protocol and ensure compliance relative to the current version of *University Executive Directive #89-13, Time, Place, and Manner*:

Use of Buildings and Grounds policy (see http://www.sfsu.edu/~sicc/documents/ued%2089_13.v2_0.pdf)

Current & Pending Responses

- 7/7/16 - UPD command staff review protest response and discuss mutual support with the San Francisco Police Department Special Operations Unit.
- 7/25/16 – Interim Chief of Police Reginald Parson and Dr. Begley host protest response training for UPD and DOS teams. Training consisted of an overview of UPD roles in responding to protests/demonstrations, clarification of the responsibilities of the DOS team (using the 5-point protocol referenced above), and discussion of two case studies. The PowerPoint slides are available upon request.
- 8/15/16 – Following review throughout Summer 2016, recommended revisions to *UED 89-13, Time, Place and Manner* policy were forwarded to President Leslie Wong. Revisions include insertion of clearer language regarding freedom of expression and associated rights and responsibilities for member of the SF State community, strengthening of planning timelines and procedures for events that feature a high profile and/or potentially controversial speaker or performer. The draft is now pending review by General Counsel prior to Presidential action.
- 8/17/16 – A request to establish a new position (including a position description), Director of Human Relations, is forwarded to Office of Human Resources for review and approval. This position is intended to serve as a central coordinating point for more proactive efforts to improve campus climate, as well as to promote civil discourse, community, equity and inclusive excellence. The search is anticipated to begin September 2016, with an inaugural appointee made January 1, 2017 (tentative).
- 8/17/16 – Dr. Begley and Brian Stuart, Assistant Dean of Students & Director of New Student Programs, participated in an AASCU webinar entitled, ***Campus Demonstrations: Empowering Student and Community Voices in a Respectful, Safe Environment.***
- 8/22/16 – Content regarding the First Amendment and students’ related rights and responsibilities are incorporated into programs and events during Welcome Days 2016 for the entering new student cohort.
- 8/24/16 – UPD Lieutenant Troy Liddi attended the “High Holy Days” Security Training Conference hosted by the Jewish Community Federation & Endowment Fund in downtown San Francisco.

- 8/25/16 – Chief Parson and Dr. Begley, with support from Dr. Luoluo Hong, Vice President for Student Affairs & Enrollment Management, hosted a meeting to review the current *UED 89-13, Time, Place, and Manner* policy with key University staff from Administration & Finance, Student Affairs & Enrollment Management, and University Advancement.
- 9/6/16 – Protest response training will be conducted by the Chief of Police and Lieutenants Troy Liddi and Wailun Shu in four (1) hour training sessions with each of the UPD patrol teams. Training will cover campus response protocols, UED 89-13, collaboration with DOS staff, and law enforcement response levels of escalation (including removal options and applicable CA Penal Code sections).
- TBD, late September/early October – Training for key University staff from all four cabinet areas will participate in training jointly provided by representatives from the CSU General Counsel, San Francisco Police Department, and CSU Monterey Bay Police Department.

Future & Ongoing Responses

- September, ongoing thereafter – DOS created a First Amendment resource card that will be distributed on an ongoing basis as relevant during campus protests and other similar events; the card includes information on freedom of expression, hate speech, etc., as well as relevant University policies.
- September, ongoing thereafter – Annual training and outreach programs for faculty, staff and students in support of CSU Executive Orders 1096/1097 about Discrimination, Harassment and Retaliation will more purposefully highlight nationality and religion as Protected Statuses.
- September, ongoing thereafter - Mandatory training sessions with student organizations regarding the *UED 89-13, Time, Place, and Manner* policy will be held during the annual Leadership Symposium and annual Greek Summit scheduled on September 10th and September 24th respectively. Trainings will be offered to student organization officers and faculty advisors on a regular basis thereafter, throughout the academic year; a schedule of these sessions will be available through Student Activities & Events.
- October – The current *Student Organization Conduct Policy* underwent minor cosmetic changes in Summer 2016 (see <https://conduct.sfsu.edu/studorgconductpolicy>) but will undergo a full review and overhaul during AY 2016-17. The CSU Chancellor's Office indicated in August 2016 that they intend to create standards and guidelines for use by Student Conduct Administrators in adjudicating student organization conduct. Pending receipt, these guidelines will be used to guide SF State's policy review, with a target date for implementation by January 1, 2017 (tentative).

- October - Dr. Begley will attend the highly-regarded annual *Legal Issues in Higher Education* conference hosted by the University of Vermont. Campus protest response its intersection with the law will be a main topic during the conference.
- December – UPD will collaborate with the new CSU Critical Response Unit Chief, Andy Roy (formerly at CSU Stanislaus), to arrange for availability of the CRU’s Crowd Management/Control Instructors to conduct training for our patrol teams, with a target completion date sometime in December 2016. Further, UPD will send both Lieutenants to a CA POST Crowd Management/Control Instructors’ course as soon as there is availability so that we can sustain ongoing training efforts with our own human resources.
- January, ongoing thereafter – Under the leadership and coordination of the new Director of Human Relations, create or identify an existing instrument to conduct a comprehensive campus climate assessment; using the results, the Director will facilitate campus-wide collaborative efforts to develop and implement an action plan to promote civil discourse, foster intercultural learning and cross-cultural understanding within a social justice framework, as well as enhance equity, community, and inclusive excellence – through both individual choices and institutional changes.

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