



**DEMONSTRATION RESPONSE PLAN**

2019 Edition

# University of Illinois at Urbana-Champaign Demonstration Response Plan<sup>1</sup>

## Table of Contents

<b>Purpose</b>	<b>3</b>
<b>Letter of Promulgation</b>	<b>4</b>
<b>I. Overview</b>	<b>5</b>
Philosophy	5
Clear Communication of Rights and Responsibilities	5
Ongoing Relationship Building	5
Transparent Decision-Making Processes	5
Demonstration Response Objectives	6
Disruptive Behavior	6
Examples of Disruptive and Non-Disruptive Behavior	8
University Process for Confronting Disruptive Behavior	8
Individuals Violating Policy & Law	9
<b>II. Preparation for Demonstrations</b>	<b>10</b>
Training	10
Event Reservations	10
Notification of Potential Demonstrations	10
Communication with Demonstration Organizers and Event Organizers	11
Communication with Campus Community	11
Decision-Making Authority	12
Coordination with Outside Agencies	12
<b>III. Demonstration Response Roles</b>	<b>13</b>
<b>IV. Teams</b>	<b>18</b>
Demonstration Decision-Making Team	18
Demonstration Administrative Review Team	18
<b>Appendix A — Record of Changes</b>	<b>19</b>
<b>Appendix B — Relevant Policies, Procedures, &amp; Laws</b>	<b>20</b>
Policies	20

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<sup>1</sup> Selected portions of the University of Wisconsin-Madison Protest Response Guide ©2018 Board of Regents of the University of Wisconsin System used with permission. See: <https://uwpd.wisc.edu/content/uploads/2018/09/Protest-Response-Guide.pdf>

Procedures	20
Laws	20
<b>Appendix C — Glossary of Terms</b>	<b>21</b>
<b>Appendix D — APLU Statement on Free Speech</b>	<b>22</b>

## Purpose

Demonstrations have long been recognized as an important means of expression and are protected by the First Amendment. The University of Illinois at Urbana-Champaign has a strong commitment to free speech both in terms of expression of an idea and in the response to that idea.

This Demonstration Response Plan (DRP) is intended to provide general guidance to our campus community (students, faculty, staff, families, and alumni) concerning our response to demonstrations consistent with our shared priorities and institutional values. The university has a 6,370-acre campus that is host to more than 650 buildings that could be impacted by a demonstration. Continuity of operations is critical in fulfilling our educational mission, which is why we strive in setting consistent expectations for all expressive activities. The university has approximately 50,000 students and 14,000 employees on campus every day. Additionally, there are hundreds of thousands of visitors to campus every year. The continuing safety of those people, our campus community, is our number one priority.

We encourage individuals and groups who plan to use the university as a site for expressive activity to contact the Office of the Vice Chancellor for Student Affairs and/or the University of Illinois Police Department in advance so we can assist in making your event or peaceful demonstration successful and safe.

## Letter of Promulgation

This plan is approved and formally adopted as the University of Illinois at Urbana-Champaign's Demonstration Response Plan (DRP), which details the University of Illinois at Urbana-Champaign's strong commitment to free speech both in terms of the expression of an idea and in the response to that idea. It is designed to comply with all applicable federal and state laws and to provide the procedures to be followed in managing the issues related to disturbances arising from demonstrations on campus.

The DRP as adopted and approved by the Chancellor shall be the controlling authority in regard to University of Illinois at Urbana-Champaign demonstration response management, planning, and procedures. The DRP shall supersede any procedure that conflicts with its provisions.

Adopted on the 3<sup>rd</sup> of June 2019

Robert J. Jones (signed)

Chancellor, University of Illinois at Urbana-Champaign

Danita M. Brown Young (signed)

Vice Chancellor for Student Affairs, University of Illinois at Urbana-Champaign

Craig A. Stone (signed)

Executive Director of Public Safety & Chief of Police, University of Illinois at Urbana-Champaign

# I. Overview

## Philosophy

*“Public universities like ours have a responsibility to be the place where public and open conversations about even the most difficult ideas and issues take place. As a society, we will not find new solutions to our most pressing challenges if we cannot even talk about them.”*

— Robert J. Jones, University of Illinois at Urbana-Champaign Chancellor<sup>2</sup>

The University of Illinois at Urbana-Champaign endeavors to educate students to become responsible citizens of the world who exercise critical thinking. Our mission calls on us to provide a learning environment in which faculty, staff and students can discover, examine critically, preserve, and transmit the knowledge, wisdom, and values that will improve the quality of life for all and help future generations thrive. This mission is advanced by ensuring a pursuit of learning and exchange of ideas that extends to every corner of our diverse human experience.

Protecting and promoting freedom of speech and expression is not only a fundamental constitutional right, it is the very bedrock of learning and is central to the university experience. It is vital that members of the university community feel free to express their views, regardless of how unpopular those views may be. While the First Amendment protects the right to express one’s views, it also allows the university to place reasonable time, place, and manner restrictions on that expression. The First Amendment does not guarantee the right to say anything, at any time, or in any place. To this end, demonstrations that impede or disrupt the academic mission, threaten research, interfere with the free speech of others, or threaten university or personal safety may prompt a response to ensure compliance with laws and university policies.

## Clear Communication of Rights and Responsibilities

The university will strive to ensure there is no confusion about the rights of individuals to express themselves and to assemble lawfully for that purpose. However, expression must not violate laws or university policies. Voluntary compliance with laws and university policies is the primary objective. The university will respond to the violation of such laws or policies as indicated in this DRP and may also employ a range of measures up to and including employee and student discipline and/or arrest.

## Ongoing Relationship Building

The university endeavors to increase trust and understanding among university stakeholders and encourages demonstrators to engage in open lines of communication to increase ongoing opportunities for discourse and the raising of substantive concerns.

## Transparent Decision-Making Processes

To ensure an effective university response to demonstrations, coordination between university representatives is essential. For any unknown situation or unassigned role it is expected that the Dean of

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<sup>2</sup> <https://news.illinois.edu/view/6367/634563>

Students, or designee, will be the point of contact. The university will evaluate events and demonstrations in a viewpoint-neutral manner.

## Demonstration Response Objectives

The objectives when responding to a demonstration are as follows:

- Attend to the physical safety of the campus community and of those involved in events and demonstrations;
- Minimize disruptions to university operations and damage to university property;
- Constructively engage with demonstrators as appropriate about their issues of concern;
- Work with event organizers and demonstrators to safely facilitate events and freedom of expression; and
- Ensure that demonstrations do not infringe on or prevent the exercise of freedom or the expression of others.

## Disruptive Behavior

Demonstrations are acceptable so long as they are nonviolent and do not threaten the safety of individuals, limit the expression of others, impede access to or damage property, or substantially interfere with the educational process and business operations.

State laws and university policies outline prohibited conduct that would not be tolerated under any circumstance, including during demonstrations. This section is not intended to imagine all possible law or policy violations that may occur during a demonstration. Rather, it is intended to guide the university and community about prohibited conduct and set expectations for acceptable behavior.

State laws and university policies that may govern demonstrations include but are not limited to:

- Campus Administrative Manual Policy on Campus Demonstrations and Protests (CAM FO-17)  
<https://cam.illinois.edu/policies/fo-17/>
- University of Illinois Campus Administrative Manual  
<https://cam.illinois.edu/>
- Student Code  
<https://studentcode.illinois.edu/>
- University Code of Conduct  
[https://ethics.uillinois.edu/compliance/university\\_code\\_of\\_conduct](https://ethics.uillinois.edu/compliance/university_code_of_conduct)
- State of Illinois Code of Personal Conduct  
<https://www2.illinois.gov/sites/TeamIllinois/documents/code-of-personal-conduct.pdf>
- University of Illinois Statutes  
<https://www.bot.uillinois.edu/governance/statutes>
- Civil Service Policy and Rules  
<https://www.hr.uillinois.edu/cms/One.aspx?portalId=4292&pageId=5667>
- State University Civil Service System Statutes and Rules  
<https://www.sucss.illinois.gov/sar.aspx?osm=c43>

- Illinois Criminal Code, Interference with a Public Institution of Education (720 ILCS 5/21.2-2)  
<http://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=072000050K21.2-2>
- National Fire Protection Association (NFPA), Life Safety Code, 2000 Edition  
<https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=101>

As outlined in the **Campus Demonstrations and Protests Policy (CAM FO-17)**, prohibited conduct would include:

- Conduct that threatens the health or safety of any person, including but not limited to:
  1. causing bodily harm to an individual
  2. making physical contact of an insulting or provoking nature with an individual
  3. reckless disregard for the health or safety of any person
  4. any threat or physically threatening behavior which creates a reasonable fear for a person's safety
  5. engaging in behavior which is so persistent, pervasive, or severe as to deny a person's ability to participate in the university community.
- The use of force or violence, actual or threatened, to willfully deny, impede, obstruct, impair, or interfere with any of the following:
  1. the freedom of movement of any person, including entering or leaving property or facilities
  2. the performance of institutional duties by a member of the university.
- Knowingly occupying or remaining in or at any property or facility owned or controlled by the university after receiving due notice to depart.
- Any conduct that substantially threatens or interferes with the maintenance of appropriate order and discipline in the operation of the university. Without excluding other situations, examples include shouting, noise making, obstruction, and other disruptive actions designed or intended to interfere with or prevent meetings, assemblies, classes, or other scheduled or routine university operations or activities.
- Participation in a disruptive or coercive demonstration. A demonstration is disruptive or coercive if it substantially impedes university operations, substantially interferes with the rights of others, or takes place on premises or at times where students are not authorized to be.

As outlined in the **Illinois Criminal Code, Interference with a Public Institution (720 ILCS 5/21.2-2)**,

A person commits interference with a public institution of education when he or she, on the campus of a public institution of education, or at or in any building or other facility owned, operated or controlled by the institution, without authority from the institution he or she, through force or violence, actual or threatened:

- (1) knowingly denies to a trustee, school board member, superintendent, principal, employee, student, or invitee of the institution:

- (A) Freedom of movement at that place; or
- (B) Use of the property or facilities of the institution; or
- (C) The right of ingress or egress to the property or facilities of the institution; or

(2) knowingly impedes, obstructs, interferes with or disrupts:

(A) the performance of institutional duties by a trustee, school board member, superintendent, principal, or employee of the institution; or

(B) the pursuit of educational activities, as determined or prescribed by the institution, by a trustee, school board member, superintendent, principal, employee, student, or invitee of the institution; or

(3) knowingly occupies or remains in or at any building, property or other facility owned, operated or controlled by the institution after due notice to depart.

## Examples of Disruptive and Non-Disruptive Behavior

### Likely Disruptive Behaviors (includes but not limited to):

- Blocking entrances, passive egress, or impeding pedestrian/vehicular traffic.
- Blocking the vision of others in a way that substantially interferes with the event (examples: a poster, a prop, a person's body).
- Moving, altering, or otherwise disturbing physical barricades.
- Wearing masks or costumes that would interfere with personal identification.
- Producing noise that substantially interferes with the event.
- Directing a laser pointer at a person.
- Turning off lights in the room.

### Likely Non-Disruptive (includes but not limited to):

- If signs are allowed in the event, a person holding an 8.5"x11" sign in front of themselves.
- Props, costumes or other items, assuming they are allowed in the event, that do not block anyone's view or ability to hear.
- Engaging with a speaker if the speaker chooses to be engaged, understanding that the speaker can decide to stop engaging at any point.
- Brief expressions or reactions that do not prevent the event from continuing.

All individuals are expected to comply with the instructions and directions of university officials acting in accordance with their duties, including UIPD and other law enforcement agencies called on to assist.

## University Process for Confronting Disruptive Behavior

- All responses to disruptive behavior shall be done in a content neutral manner.
- If disruptive behavior occurs at an event the event organizer should ask the person to cease. To prevent escalation, issuing a warning before action is taken can be useful but is not a required step.
- If the Designated Official determines that a person is exhibiting disruptive behavior at an event, the Designated Official should ask the person to cease the behavior or leave. To prevent escalation, issuing a warning before action is taken can be useful but is not a required step.

- If a Designated Official is not available to assist, the event organizers may choose to contact UIPD. At a minimum, event organizers should document the disruptive behavior with pictures, videos, and witnesses. Documentation of disruptive behaviors should be submitted to the Vice Chancellor for Student Affairs, Illinois Human Resources, and the UIPD for evaluation.
- While anyone (including event and demonstration organizers, the Designated Official, or a member of the public) can contact UIPD to respond to disruptive behavior, UIPD determine their response from appropriate available options.
- In situations where there is a group demonstration during an event, the Vice Chancellor for Student Affairs, or designee, in consultation with the Chancellor, or designee, will determine whether the demonstration is a disruption.
- The Vice Chancellor, the Chancellor, or designee will inform the demonstrators that they must discontinue their disruptive behavior, explaining which behaviors violate university policy, and will advise them how to continue their demonstration in a manner that is not disruptive.
- Any physical threat to persons or property may require immediate police action as well as situations in which the Chancellor or Vice Chancellor determine that a warning will not provide adequate protection for persons or property.
- Arrest by law enforcement is a last resort when the disruption will not cease.

## **Individuals Violating Policy & Law**

- Students who participate in disruptive behaviors may be subject to disciplinary action and will be afforded all of the rights as outlined in the Student Code and Student Disciplinary Procedures.
- Faculty and staff who participate in disruptive behaviors may be subject to disciplinary action in accord with university policy, state and federal law, and any applicable collective bargaining agreement.
- All individuals who participate in disruptive behaviors may be subject to criminal action as well as letters of no trespass on campus.

## II. Preparation for Demonstrations

The university is committed to providing a safe environment for public discourse by dedicating reasonably necessary resources when demonstrations occur and by routinely assessing its event registration and review process, its decision-making mechanisms, and its communication and coordination with outside agencies.

### Training

The UIPD conducts ongoing training for officers and administrators in the areas of crowd management, mediation, de-escalation techniques, the Incident Command System (ICS), and police force options. Exercises and trainings are jointly conducted with university administration and police to rehearse responses to demonstration and civil disobedience scenarios.

### Event Reservations

For general information and reservation requests, please visit:

- Campus Administrative Manual Policy on Management of Special Events (CAM FO-41)  
<https://cam.illinois.edu/policies/fo-41/>
- Use of University Premises and Facilities  
<https://cam.illinois.edu/policies/fo-9/>
- Reservation Procedures  
<https://studentcode.illinois.edu/article2/part5/2-503/>
- Master Space Contact List  
<https://registrar.illinois.edu/master-space-contact-list/>
- Office of Registered Organizations  
<https://union.illinois.edu/get-involved/office-of-registered-organizations>

### Notification of Potential Demonstrations

Various university officials and stakeholders may become aware of a planned demonstration. Those officials and stakeholders include, but are not limited to Designated Officials, and event organizers, members of the Special Events Advisory Committee, the Office of Registered Student Organizations, the Division of Student Affairs at Illinois, the Bias Assessment & Response Team, and the Office of Public Affairs. These individuals should make initial and ongoing assessments regarding whether other scheduled events may include a demonstration. Some factors that may indicate a demonstration will occur include, but are not limited to:

- Public announcement or promotion of a planned demonstration and
- An event or speaker that previously has prompted demonstrations on this campus or elsewhere.

Based on their assessments, the officials and stakeholders should notify the UIPD Executive Director of Public Safety & Chief of Police or designee who may activate the Demonstration Response Team based on the totality of the information.

## Communication with Demonstration Organizers and Event Organizers

The goal of pre-event planning is to share information so that all parties are informed of the plans for the event or demonstration, explore options to improve safety for all parties, review university expectations, and explain any possible consequences for violations of law or policy. Groups consulting with the university should not expect confidentiality about their plans. Throughout pre-event planning, the university can clarify what additional resources are needed and the associated costs.

With effective communication among event organizers, demonstration organizers, and university administration, disruptions can sometimes be avoided and events and demonstrations can take place peacefully without any police intervention. The UIPD and Student Affairs staff are eager to meet in advance with groups organizing events or demonstrators with the intent to learn more about the issues at hand and suggest routes for resolution. University administration may also ask questions or propose adjustments that can facilitate the event or demonstration while maintaining safety.

UIPD may work with the demonstration organizers, event organizers, and the Designated Official to conduct a content-neutral security assessment. A security assessment may be warranted for any event (without regard to size) where there is a possibility or likelihood that behaviors will become disruptive.

Security assessment triggers include, but are not limited to:

- Time, location, and type of activities planned.
- Expected crowd estimations for the location planned.
- Analysis of expected transportation routes, including arrival and departure times.
- Expected or known demonstrations, including counter-demonstrations.
- Request from event organizers or demonstration organizers.
- Publicly-available information.
- Law enforcement information.

UIPD may contact event organizers and demonstration organizers if the security assessment reveals specific security or disruption issues. During the ongoing assessment, it will be the responsibility of the event organizers and demonstration organizers to work with the university to remedy the concerns. The security assessment may include a walk-through of the potential site to assess location feasibility. In some instances the walk-through may reveal changes necessary for the safety of participants. If the security assessment process indicates that the venue is not suitable for the expected demonstrations or reveal other safety concerns, alternate sites may be made available or other safety conditions may be imposed, the event may be modified or postponed, or the event may be referred to the Office of the Chancellor for other actions.

## Communication with Campus Community

University administration will communicate with affected members of the community about potential disruptions and safety concerns prior to the demonstration or event. This communication may occur through university online website announcements, university email messages, audible announcements at the event or demonstration or other methods as necessary.

## **Decision-Making Authority**

University administration, Student Affairs staff, and the UIPD will have responsibility for the university's response to a demonstration, subject to the supervision of the Vice Chancellor for Student Affairs and the Chancellor.

## **Coordination with Outside Agencies**

To facilitate coordination and ensure a consistent police response UIPD will coordinate pre-event planning with any outside law enforcement agencies that may provide assistance. Pre-event planning will include establishing an Incident Action Plan (IAP) outlining police operations for the event. UIPD will conduct all event briefings and determine if and how the IAP will be distributed. In its communications with all involved agencies, UIPD will emphasize the importance of respecting the freedom of expression of all those involved in demonstrations.

### III. Demonstration Response Roles

	Before	During	After
<b>Demonstration Administrative Review Team</b>			<ul style="list-style-type: none"> <li>• Provide annual, or as needed, review of the guidelines set forth in this plan and assessment of university response to demonstrations.</li> <li>• Provide to the Chancellor and Vice Chancellor of Student Affairs feedback and recommendations on university response to demonstrations.</li> </ul>
<b>Demonstration Decision-Making Team</b>	<ul style="list-style-type: none"> <li>• Assist UIPD in evaluating the results of the security assessment.</li> <li>• Recommend modifications to the event or IAP that will promote safety.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide policy guidance or other direction to UIPD and Student Affairs staff on-site.</li> <li>• Assist the Vice Chancellor for Student Affairs and Chancellor in determining that a demonstration has become a disruption.</li> <li>• Oversee, review, and authorize the Incident Action Plan, if needed.</li> <li>• Coordinate immediate communications to the university, parents, alumni, state and local officials, stakeholders, media, and social media through Public Affairs.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish long-term communication plan for the university and stakeholders and implement, if needed.</li> <li>• Determine process for reviewing After Action Reports and implementing suggestions, if needed.</li> </ul>

	Before	During	After
<b>Demonstrators</b>	<ul style="list-style-type: none"> <li>• Work in advance with UIPD and Student Affairs staff to describe the plans for demonstration.</li> <li>• Cooperate with the UIPD security assessment.</li> <li>• Develop a collaborative plan with the university to help protect the safety of others and to ensure the demonstration does not violate laws or university policy.</li> <li>• Meet in advance with any individuals who will participate in the demonstration to explain university expectations and the potential consequences for violating laws or policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate in such a way that does not disrupt the academic or administrative functions of the university or disrupt the free expression of others or threaten public safety.</li> <li>• Address demonstrators who violate shared expectations for the demonstration.</li> </ul>	<ul style="list-style-type: none"> <li>• Cooperate with the After-Action Review.</li> </ul>
<b>Designated Official</b>	<ul style="list-style-type: none"> <li>• Notify UIPD of the event and potential demonstrations.</li> <li>• Gather information on the event and potential demonstrators.</li> <li>• Work with event organizers to develop clear parameters for the event (e.g. ticketed event, signs, assigned moderator, audience participation, etc.).</li> <li>• Cooperate with the UIPD security assessment.</li> </ul>	<ul style="list-style-type: none"> <li>• Assist event organizers in responding to disruptive behavior that occurs at an event.</li> <li>• Pursue tactics designed to diffuse tensions and promote safety.</li> <li>• Involve UIPD if disruptive behavior during an event cannot be resolved.</li> </ul>	<ul style="list-style-type: none"> <li>• Review event with event organizers and event staff</li> <li>• Participate in developing the After-Action Review</li> </ul>

	Before	During	After
<b>Event Organizer</b>	<ul style="list-style-type: none"> <li>• Notify UIPD of the event and potential demonstrations.</li> <li>• Meet with university staff to understand responsibilities.</li> <li>• In conjunction with the Designated Official, develop clear parameters for the event (e.g. ticketed entry, signs, assigned moderator, audience participation, etc.).</li> <li>• Cooperate with the UIPD security assessment.</li> </ul>	<ul style="list-style-type: none"> <li>• If disruptive behavior occurs at an event the event organizer should ask the person to cease. To prevent escalation, issuing a warning before action is taken can be useful but is not a required step.</li> <li>• If the disruptive behavior continues, the Designated Official may be called upon to assist. If the Designated Official is not available, the event organizer may contact the UIPD.</li> <li>• If a Designated Official is not available to assist, the event organizers should document the disruptive behavior with pictures, videos, and witnesses and submit to UIPD and the Division of Student Affairs for evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• Cooperate with the After-Action Review.</li> </ul>
<b>Public Affairs</b>	<ul style="list-style-type: none"> <li>• Develop and assign responsibility for communications with university and community stakeholders.</li> <li>• Work with UIPD before the event.</li> <li>• Monitor social media and news coverage for more information related to the event or demonstrations.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and observe the demonstration. Document any actions taken by university and the reasons for those actions.</li> <li>• Monitor social media during the demonstration for any activity related to the event or demonstrations.</li> <li>• Respond to any media requests and provide any official statements or responses on behalf of the university.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor social media and news coverage to understand how the event and any demonstrations are being talked about.</li> <li>• If necessary, create and distribute official statements or responses on behalf of the university.</li> <li>• Coordinate and respond to media requests for comment or information.</li> </ul>

	Before	During	After
<b>Student Affairs</b>	<ul style="list-style-type: none"> <li>• Notify UIPD of the event and potential demonstrations.</li> <li>• Gather information on the potential demonstration or event.</li> <li>• Identify the organizer and gather information to aid in the assessment of a potential disruption.</li> <li>• Assign additional appropriately trained staffing resources to the demonstration and/or event in conjunction with the Designated Official.</li> <li>• Work with UIPD and the Designated Official to meet with event and/or demonstration organizers before the event.</li> <li>• Maintain open lines of communication with organizers and demonstrators to provide important updates.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and observe ongoing demonstration at a safe distance.</li> <li>• Communicate information, problems and concerns with the on-scene UIPD Incident Commander and Dean of Students or designee.</li> <li>• Support UIPD’s Incident Action Plan, as needed.</li> <li>• In some cases, the Vice Chancellor for Student Affairs, or designee, in consultation with the Chancellor, or designee, will determine when a demonstration has become a disruption.</li> <li>• In some cases, the Vice Chancellor, the Chancellor, or their designees will inform the demonstrators that they must discontinue their disruptive behaviors, explaining which behaviors violate university policy, and will advise them how to continue their demonstration in a manner that is not disruptive.</li> </ul>	<ul style="list-style-type: none"> <li>• Review event, demonstration, and response with Dean of Students or designee.</li> <li>• Share information about possible Student Code violations with Office for Student Conflict Resolution (OSCR).</li> <li>• Participate in the After-Action Report development.</li> </ul>

	Before	During	After
<b>UIPD</b>	<ul style="list-style-type: none"> <li>• Gather information on the potential demonstration or event.</li> <li>• Research previous demonstrations or events by organizers at other locations.</li> <li>• Conduct a security assessment and assess ways to mitigate safety concerns.</li> <li>• Activate the Demonstration Decision-Making Team (DDMT).</li> <li>• Develop an Incident Action Plan.</li> <li>• Assign staffing resources to the demonstration or event.</li> <li>• Work with Student Affairs staff and the Designated Official to meet with demonstration and/or event organizers. Follow-up meetings may be warranted leading up to the demonstration or event.</li> <li>• Coordinate with outside agencies as needed.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and observe the demonstration. Assess potential for violence and harm.</li> <li>• When necessary, engage with demonstrators to explain and mitigate violations of law, policy, or university expectations.</li> <li>• Establish separate areas for demonstrators, counter-demonstrators, and access to the venue for event participants.</li> <li>• Identify and communicate information, problems, and concerns to the Executive Director of Public Safety &amp; Chief of Police.</li> <li>• Intervene and enforce law, policy, and university expectations as necessary.</li> <li>• Create an accurate record of the actions of everyone during demonstrations. This may include use of neutral observers, videotaping activity at the demonstration, or creation of after-action reports following any police response to a demonstration. In particular, police should record all dispersal orders, all arrests, and any use of physical force, to the greatest extent possible.</li> </ul>	<ul style="list-style-type: none"> <li>• Address any injuries or ongoing safety issues</li> <li>• Communicate with the Executive Director of Public Safety &amp; Chief of Police or designee.</li> <li>• Prepare the After-Action Report.</li> </ul>

## IV. Teams

### Demonstration Decision-Making Team

The Demonstration Decision-Making Team (DDMT) is comprised of senior university administration with the ability to quickly assemble and to plan for demonstrations, to evaluate and make decisions regarding planned or active demonstrations, and to provide guidance to university staff facilitating specific campus events. The team will consist of the following standing members (or their designees):

- Chancellor
- Vice Chancellor for Student Affairs
- Vice Chancellor for Diversity, Equity, & Inclusion
- Associate Chancellor for Public Affairs
- Executive Director of Public Safety & Chief of Police
- University Legal Counsel
- Dean of Students
- Special Events Advisory Committee Chair

The DDMT may include additional members as needed.

### Demonstration Administrative Review Team

The Office of the Chancellor charges the Demonstration Administrative Review Team (DART) with the ongoing review of the guidelines set forth in this plan and assessment of the university's response to demonstrations. The team will consist of the following members (or their designees):

- Chancellor
- Provost
- Vice Chancellor for Student Affairs
- Vice Chancellor for Diversity, Equity, & Inclusion
- Vice Chancellor for Research
- Chair of the Senate Executive Committee
- Associate Chancellor for Public Affairs
- Associate Chancellor for Human Resources
- Executive Director of Public Safety & Chief of Police
- Director of Facilities and Services
- University Legal Counsel
- Illinois Student Government President

## Appendix A — Record of Changes

When changes are made to the DRP, the following procedures shall be followed:

1. The UIPD Support Services Lieutenant is ultimately responsible for maintaining, reviewing, and updating this plan. A review of this plan will be conducted each January and any updates will be formally documented.
2. When any change is made, an entry should be noted in the following log:

Change Number	Date Entered	Page(s) or Section(s) Changed	Entered By
1	1/18/19	DRP created	Todd Short

## Appendix B — Relevant Policies, Procedures, & Laws

This is not meant to be a comprehensive list of every applicable policy, procedure, and law but a representative list of links guiding the Demonstration Response Plan as well as decisions and actions taken as a result.

### Policies

- Campus Administrative Manual Policy on Campus Demonstrations and Protests (CAM FO-17)  
<https://cam.illinois.edu/policies/fo-17/>
- Campus Administrative Manual Policy on Management of Special Events (CAM FO-41)  
<https://cam.illinois.edu/policies/fo-9/http://cam.illinois.edu/policies/fo-41/>
- University of Illinois Campus Administrative Manual  
<https://cam.illinois.edu/>
- Student Code  
<https://studentcode.illinois.edu/>
- University Code of Conduct  
[https://ethics.uillinois.edu/compliance/university\\_code\\_of\\_conduct](https://ethics.uillinois.edu/compliance/university_code_of_conduct)
- State of Illinois Code of Personal Conduct  
<https://www2.illinois.gov/sites/TeamIllinois/documents/code-of-personal-conduct.pdf>
- University of Illinois Statutes  
<https://www.bot.uillinois.edu/governance/statutes>
- Civil Service Policy and Rules  
<https://www.hr.uillinois.edu/cms/One.aspx?portalId=4292&pageId=5667>
- State University Civil Service System Statutes and Rules  
<https://www.sucss.illinois.gov/sar.aspx?osm=c43>

### Procedures

- Use of University Premises and Facilities  
<https://studentcode.illinois.edu/article2/part5/2-503/>
- Master Space Contact List  
<https://registrar.illinois.edu/master-space-contact-list/>
- Office of Registered Organizations  
<https://union.illinois.edu/get-involved/office-of-registered-organizations>

### Laws

- Illinois Criminal Code, Interference with a Public Institution of Education (720 ILCS 5/21.2-2)  
<http://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=072000050K21.2-2>
- State of Illinois Ethics Act (5ILCS 430/)  
<http://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2529&ChapterID=2>
- National Fire Protection Association (NFPA), Life Safety Code, 2000 Edition  
<https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=101>

## Appendix C — Glossary of Terms

**After-Action Report** — a detailed critical summary of a recent incident made for the purposes of re-assessing decisions and considering possible alternatives for future reference.

**Designated Official** — the individual authorized by the Chancellor or his/her designee to determine whether units or organizations may use university premises and facilities and who specializes in event management for a particular facility. The Office of the Registrar maintains a list of Designated Officials.

**Demonstration** — a public meeting, rally, or march for the purpose of protesting against or expressing views on something.

**Disruption (or Disturbance)** — a breakdown of peaceful and law-abiding behavior.

**Disruptive Behavior** — conduct that causes or is intended to cause disruption on the campus or at or in any building or facility owned, operated, or controlled by the university. Disruptive behavior may include but is not limited to<sup>3</sup>:

(1) knowingly denying an individual: (a) freedom of movement; (b) use of the property or facilities; (c) right of ingress or egress to the property or facilities; or

(2) knowingly impeding, obstructing, interfering with, or disrupting: (a) the performance of university duties by a university trustee, officer, employee, students, or agents; or (b) the pursuit of educational activities by the university, its trustees, officers, employees, students, agents, or invitees; or

(3) knowingly occupying or remaining in or at any building, property, or facility owned, operated, or controlled by the university after receiving due notice to depart.

**Due Notice** — the individual or group of which they are a part has been given oral or written notice from the university in a manner reasonably designated to inform the individual or group that they should cease such action or depart from the premises. The notice may be given by a printed notice forbidding entry conspicuously posted at the main entrance of the building, property, or facility or the forbidden part of the same.

**Incident Action Plan** — an oral or written plan containing general objectives reflecting the overall strategy for managing an incident. It may include the identification of operational resources and assignments. It may also include additional information providing direction and important information for management of the incident during one or more operational periods.

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<sup>3</sup> See 720 ILCS 5/21.2 – Interference with a Public Institution of Education

## Appendix D — APLU Statement on Free Speech

### **Association of Public & Land-Grant Universities<sup>4</sup> Statement on Public Universities' Commitment to Free Speech**

Free speech is the lifeblood of our democracy. It is the foundation of academic inquiry. And it is essential for providing a robust learning environment for an increasingly diverse student body. As public institutions, public universities are rightly held to constitutional standards for protecting speech.

Public universities are firmly committed to ensuring their students are exposed to an array of ideas and opinions — those with which they agree and, importantly, those that challenge their perspectives and worldview. Any attempt to limit the free exchange of ideas is an affront to our shared values as Americans.

The vital importance of these civil liberties makes them no easier to safeguard. While sometimes challenging, public universities must protect constitutional speech even if it is odious and hateful. Public universities and their leaders seek to continuously learn from their experiences as they facilitate the expression of clashing opinions and foster a productive learning environment.

It is precisely because of this unwavering commitment to free speech that provocative individuals target public university campuses to deliver speeches. While even the most inflammatory individuals have a constitutional right to speak, there is a stark difference between those seeking to advance a public dialogue and those who aim to deliberately sow discord, denigrate others, and foment violence.

Despite those efforts, public universities are redoubling their work to educate the next generation on the constitutional right to free speech and the importance of protecting it. Such environments allow students and guest speakers of all conceivable viewpoints to engage in countless acts of free speech each day on public university campuses.

Just as communities across the country struggle to facilitate free and civil debate at a time when polarization has reached new heights, public universities must strive to safeguard those civil liberties on their campuses. With a mission to advance the public interest, public universities have a responsibility to not just be outspoken advocates for free speech, but leaders in providing a forum for civil discourse and disagreement.

Adopted: April 2018

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<sup>4</sup> Robert J. Jones, University of Illinois at Urbana-Champaign Chancellor and member of the Association of Public & Land-Grant Universities Board of Directors, is the Chair-Elect