DIVISION OF STUDENT LIFE

Policy on Staff Involvement in Protest/Demonstrations

On Campus Protest/Demonstrations

Official Role
Division staff who are representing the division at a protest/demonstration are there to be observers of the protest/demonstration. If in a lead role, the staff member should, if possible, introduce themselves to protest/demonstration leadership and review university expectations. Providing several copies of the Protest/Demonstration Information Card to protest/demonstration leaders is also a good step to take. You should answer any questions and indicate that you will be available for questions throughout.

Demonstrators will frequently want staff to indicate support for the issue at hand. When attending a protest/demonstration in an official capacity, staff are expected to maintain neutrality.

If university police or other university leadership decide the situation has reached a point where it will be declared illegal they may consult with you and request that you inform demonstration leaders that the protest/demonstration will soon be declared illegal and unilateral action by UWPD will soon commence. You should provide the “These Actions Are Unlawful” information card to the protest/demonstration leadership and describe the issues of concern. Typically UWPD will make the determination that a protest/demonstration will be declared unlawful. In our capacity as observers we do not make this declaration.

If you are observing a demonstration but are not in a lead role, you should check in with the divisional staff member in the lead role for direction.

No Official Role
Staff attending an on campus protest/demonstration without an official role should always be aware of the inherent perceptions created by their staff role while being present at the protest/demonstration.

If the protest/demonstrations occurs during a normal scheduled work day, time off to attend a protest/demonstration should be approved by your supervisor. Supervisory approval should be based on the impact of the approval on the department and employment responsibilities. The subject of the protest/demonstration should not be considered.
Off Campus Protests/Demonstrations

No Official Role
Division staff attending a protest/demonstration off campus should always be aware of the inherent perceptions created by their university staff role.

Time off to attend a protest/demonstration should be approved by your supervisor. Supervisory approval should be based on the impact of the approval on the department and employment responsibilities. The subject of the protest/demonstration should not be considered.