



Policy Title: Demonstration

Policy Number:  
UAC0041

Document Owner: LaTonya Gunter

Approver(s): Julie Hoff

Date Created:  
07/18/2024

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Applies To: RUMC  RMG  ROPH  RCMC  RU

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**Initiating authority (name, title)**

*Vice Provost, Student Affairs  
Vice Provost, Academic Affairs*

**Responsible authority (name, title)**

*Vice Provost, Student Affairs  
Vice Provost, Academic Affairs*

**X New**

**Policy Number: UAC0041**

**Supersedes existing (give name & number)**

**Purpose/Introduction/Background:**

*Rush University recognizes the importance of freedom of inquiry and the open exchange of ideas, including viewpoints that may not reflect majority opinions. This policy addresses free expression and peaceful demonstration by members of the Rush community, including faculty, staff, students, and invited guests.*

**Definitions:**

**Community member:** *any member of the Rush community, including but not limited to faculty, students, staff, residents, fellows, and invited guests.*

**Demonstration:** *for purposes of this Policy, any public display of individual or group speech or other expression occurring either (i) on Rush campus or (ii) at University-sponsored events off campus. Examples of demonstrations may include but are not limited to assemblies, picketing, protests, counter-protests, or sit-ins.*

**Policy Statement:**

**A. General Guidelines**

*Rush is committed to supporting the rights of community members to engage in freedom of expression, including peaceful protests and orderly demonstrations. As an academic medical center serving the community, applicable Rush policies, as well as state and federal laws, must be taken into consideration. The right of Rush community members to demonstrate may not disrupt University operations and may not interfere with the rights of others to engage in and benefit from the educational programs and services of the University or its affiliated hospitals. Accordingly, the following guidelines are placed:*

- 1. Community members may not prevent or obstruct the speech or expression of another community member. Provided, Rush Security or other University officials may act consistently with this Policy to ensure the speech or other expression of community members is consistent with the guidelines in this Policy.*



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2. *Community members may not interfere with the rights of others to participate or not participate in a University activity. No community member may employ force or violence, or constitute an immediate threat of force or violence, against persons or property.*
3. *Community members may not claim to speak for or otherwise represent the University or RUSH, unless officially sanctioned by the President or their designee.*
4. *Community members may not engage in disruptive conduct that substantially prevents, impairs, or obstructs the operations of the University or RUSH's clinical mission, including but not limited to teaching, study, research, patient care, or administrative activities. No community member may use or occupy campus facilities so as to disrupt or impede such events or activities in a manner that deprives others of the benefit or enjoyment of the facility or activities. Space may be occupied only when assigned through established University procedures. Demonstrations may not impede the free flow of pedestrian or vehicular traffic, block thoroughfares, or obstruct the entry or exit points of campus buildings. Demonstrations must occur within the hours of normal operations of the facility or the space in which they occur (if applicable) unless prior approval is obtained. Placards, banners, and signs generally are allowed in accordance with Rush's signage policies, but may not be used in a manner that is dangerous or serves as an impediment to others.*
5. *The role of Rush Security during a demonstration is to maximize the safety and security of community members as well as University property. When enforcing this Policy, other Rush policies, or applicable law, Rush Security or other University officials may request community members to identify themselves and/or to relocate or leave a University location. If placards, banners, or signs are deemed to be dangerous or serve as an impediment to others, Rush Security or other University Officials may request the community members carrying the placards, banners, or signs to move to a different location or remove their materials. When possible, participants will first be given a warning to leave or relocate or remove placards, banners, or signs unless a safety issue prevents that step and requires immediate action. Community members are expected to follow these requests.*
6. *Community members participating in demonstrations are subject to other applicable University and RUSH policies, city ordinances, and state and federal law.*
7. *While faculty and employees may attend and participate in demonstrations, they may not use Rush resources to support or endorse any particular cause or matter without prior approval. They must also follow applicable time and attendance processes for events taking place during working hours.*

*This policy is not intended to preclude or dissuade any employee from engaging in activities protected by state or federal law, including the National Labor Relations Act.*

**Procedures:**

**Advance Arrangements**



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1. *Students and/or student groups are encouraged to notify the Office of Student Life and Engagement in advance of any demonstration. Advance notice allows the University to help ensure that the event takes place in a constructive and peaceful manner. Community members are expected to follow applicable guidelines for seeking permission to use University space to conduct demonstrations. When conducting such events, student organizers are expected to promote a safe environment and, to the best of their ability, ensure participants adhere to the [Student Code of Conduct UAC0030](#). Faculty and staff must adhere to the RUSH Code of Conduct (HR-A 01.00) and RUSH Prohibition on Disruptive Conduct (HR-E 01.50).*
  - *A student or student group planning a demonstration is required to submit an event request form to the Office of Student Life and Engagement no later than five (5) days before the event. If an external speaker is scheduled to attend the demonstration, they should complete a legal speaker agreement/contract following Rush's legal requirements. A fully executed agreement should be in place prior to the event.*
2. *For events occurring on city sidewalks and streets adjacent to the University, students should make appropriate arrangements to acquire city permits and should adhere to city ordinances and applicable state and federal law.*
3. *Occasionally, an invited speaker or event will raise a credible likelihood (based on prior incidents or communications of intent) that the speaker or event may prompt a demonstration or become the target of threats or violence. In these circumstances, community members planning an event are encouraged to notify the Office of Student Life and Engagement and/or Rush Security as soon as is feasible to consult and conduct a risk assessment.*
4. *Community members planning an event may need additional security, especially if there is a possibility of protest or dissent. Rush Security will assess and determine the safety and security needs for the event. Their assessment may result in the presence of security officers and processes such as bag-check, event ticketing, and other steps to maximize the safety of attendees and the broader community.*

*Any student, faculty, or staff member who engages in disruptive conduct in violation of this policy will be subject to disciplinary action. Potential violations will be referred to the appropriate college or department for follow-up pursuant to the applicable University and RUSH policies listed below.*

**Related Policies:**

[HR-A 01.00 Code of Conduct](#)

[HR-E 01.50 Prohibition on Disruptive Conduct](#)

**Student Code of Conduct UAC0030**

[Political Activity, Political Contributions, Gifts, and Lobbying](#)

**For use by the P & P Committee only:**

**Policy Number: UAC0041**

**Policy Category: Student and Academic**

**Suggested Title: Demonstration**

**Date approved by P&P Committee: 7/25/2024**

**Date of initial adoption: 7/18/2024**

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**Date of Revision:**



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Comments:

Name P & P Committee Chair: LaTonya Gunter