

MU Operations Staff:

While the First Amendment affords you the right to assemble peaceably, the university has set reasonable time, place and manner restrictions, which were violated last week by the volume of the protest in Jesse Hall.

Please be aware that university policy applies to everyone at all times, whether they are at work or off-the-clock as a member of the community. See the relevant Business Policies and Procedures section 6:050:

https://bppm.missouri.edu/policy/use-of-facilities/#Prohibited_behaviors

The University will not interfere with events, meetings, rallies, demonstrations, vigils, protests, or assemblies in public areas of grounds and buildings unless participants engage in one or more of the following behaviors:

- 1. Disrupt, interfere with, or prevent (a) the orderly conduct of a University function or activity, including, but not limited to, classes, research, study, lectures, performances, meetings, interviews, administrative business, or ceremonies or other public events, or (b) access to any room or space in which such functions or activities are being held.*

The use of sound amplification inside a building without a permit in a disruptive manner is a violation of the university's Business Policies and Procedures section 6:052:

The use of sound amplification devices in buildings, on the campus, or on any site of the University, whether owned by the University or under its control, is not allowed unless a permit for the use is obtained. This policy applies to all University of Missouri employees, students, University affiliates, contractors, and visitors.

This policy complies with and implements [Collected Rules and Regulations \(CRR\) 110.040](#).

Should further demonstrations take place, anyone who engages in behavior that is disruptive to the regular operations of the university can expect to be appropriately disciplined in accordance with university policies as stated above.

I understand that these are trying and uncertain times. The university is making financial decisions that are impacting individuals at all levels. I hope that we can treat each other with respect.

Respectfully,

Gary L. Ward

Vice Chancellor for Operations