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| **What Campuses Can and Can’t Do** |
| A campus can’t censor or punish speech merely because a person or group considers it offensive or hateful | A campus can censor or punish speech that meets the legal criteria for harassment, true threats, or other speech acts unprotected by the First Amendment |
| A campus can’t prevent protestors from having a meaningful opportunity to get their views across in an effective way | A campus can impose time, place, and manner restrictions on protests for the purpose of preventing protestors from disrupting the normal work of the campus, including the education environment and administrative operations. |
| A campus can’t impose content-based speech restrictions in dormitories | A campus can impost content-neutral restriction in dormitories designed to ensure a supportive living environment for students |
| A campus can’t censor or punish some speakers, but not others, for putting up handbills, writing messages in chalk, or engaging in similar acts of expression | A campus can create general content-neutral regulations governing on campus expression |
| A campus can’t engage in content-based discrimination against faculty, students, or other speakers or writers who seek to express themselves outside the professional educational context. | A campus can engage in content-based evaluation of faculty and students who are operating within the professional educational context, as long as this evaluation is based on professional standard or peer assessments of the quality of scholarship or teaching. |
| Faculty members may choose to provide students warnings before presenting material that might be offensive or upsetting to them | Colleges and universities should not impose requirements that faculty provide “trigger warnings” before presenting or assigning material that might be offensive or upsetting to students |
| Campuses can create “safe spaces” in educational settings that ensure that individuals feel free to express the wildest array of viewpoints, and can support student efforts to self-organize in ways that reflect shared interest and experiences | Campuses can’t use the concept of safe spaces to censor the expression of ideas considered too offensive for students to hear |
| A campus can’t prohibit students or faculty from using words that some consider to be examples of “microaggressions” | A campus can sensitize students and faculty to the impact that certain word may have, as part of an effort to create a respectful work and learning environment |
| A campus can ensure that all student organizations, as a condition for recognition and receipt of funding, be open to all students, and can impose sanctions on student organizations for conduct if it is not protected by the principles of freedom of speech. | A campus cannot deny recognition to a student organization or impose sanctions against it for views or ideas expressed by the organizations, its members, or its speakers |
| Colleges and universities can punish speech on the internet and social media that is otherwise not protected, such as true threats and harassment or speech inconsistent with professional standards | Colleges and universities can’t punish speech over the internet on the ground that is offensive |
| A campus should expect university administrators to speak out against especially egregious acts and, most important, encourage the community to make its own decisions about that speech acts deserve praise or condemnation | A campus should not expect university administrators to comment on or condemn every campus speech act that some person considers offensive |

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