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10/01/26 16:25 PM

STATE OF CALIFORNIA

PUBLIC EMPLOYMENT RELATIONS BOARD

UNFAIR PRACTICE CHARGE

DO NOT WRITE IN THIS SPACE: Case No:

Date Filed: 10/01/2026

INSTRUCTIONS: File the original and one copy of this charge form in the appropriate PERB regional office (see PERB Regulation 32075), with proof of service attached to each copy. Proper filing includes concurrent service and proof of service of the charge as required by PERB Regulation 32615(c). All forms are available from the regional offices or PERB's website at www.perb.ca.gov. If more space is needed for any item on this form, attach additional sheets and number items.

IS THIS AN AMENDED CHARGE?

YES ☐

If so, Case No

NO ☒

1. CHARGING PARTY: EMPLOYEE ☐ EMPLOYEE ORGANIZATION ☒ EMPLOYER ☐ PUBLIC¹ ☐

- a. Full name: California Faculty Association
- b. Mailing Address: 1110 K Street, SACRAMENTO, CA 95814
- c. Telephone number: (916) 798-6776
- d. Name and title of agent to contact: Terry Scott, Senior Representation Specialist E-mail Address: tscott@calfac.org
Telephone number: (916) 701-7419 Fax No.:
- e. Bargaining Unit(s) involved: Unit 3

2. CHARGE FILED AGAINST: (mark one only) EMPLOYEE ORGANIZATION ☐ EMPLOYER ☒

- a. Full name: Trustees of the California State University
- b. Mailing Address: The California State University, Chancellor's Office, Office of General Counsel 401 Golden Shore, Long Beach, CA 90802
- c. Telephone number: (916) 701-7419
- d. Name and title of agent to contact: Dawn Theodora, Interim EVC & General Counsel E-mail Address: dtheodora@calstate.edu
Telephone number: (562) 951-4500 Fax No.:

3. NAME OF EMPLOYER (Complete this section only if the charge is filed against an employee organization.)

- a. Full name:
- b. Mailing address:

4. APPOINTING POWER: (Complete this section only if the employer is the State of California. See Gov. Code, § 18524.)

- a. Full name:
- b. Mailing Address:
- c. Agent:

5. GRIEVANCE PROCEDURE

¹An affected member of the public may only file a charge relating to an alleged public notice violation, pursuant to Government Code section 3523, 3547, 3547.5, or 3595, or Public Utilities Code section 99569

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Are the parties covered by an agreement containing a grievance procedure which ends in binding arbitration?

Yes ☒ No ☐ Unknown ☐

6. STATEMENT OF CHARGE

a. The charging party hereby alleges that the above-named respondent is under the jurisdiction of: (check one)

- ☐ Educational Employment Relations Act (EERA) (Gov. Code, § 3540 et seq.)
- ☐ Ralph C. Dills Act (Gov. Code, § 3512 et seq.)
- ☒ Higher Education Employer-Employee Relations Act (HEERA) (Gov. Code, § 3560 et seq.)
- ☐ Meyers-Milias-Brown Act (MMBA) (Gov. Code, § 3500 et seq.)
- ☐ Los Angeles County Metropolitan Transportation Authority Transit Employer-Employee Relations Act (TEERA) (Pub. Utilities Code, § 99560 et seq.)
- ☐ One of the following Public Utilities Code Transit District Acts: San Francisco Bay Area Rapid Transit District Act (SFBART Act) (Pub. Util. Code, § 28848 et seq.), Orange County Transit District Act (OCTDA) (Pub. Util. Code, § 40000 et seq.), Sacramento Regional Transit District Act (Sac RTD Act) (Pub. Util. Code, § 102398 et seq.), Santa Clara VTA, (Pub. Util. Code, § 100300 et seq.), and Santa Cruz Metro (Pub. Util. Code, § 98160 et seq.)
- ☐ Trial Court Employment Protection and Governance Act (Trial Court Act) (Article 3; Gov. Code, § 71630 – 71639.5)
- ☐ Trial Court Interpreter Employment and Labor Relations Act (Court Interpreter Act) (Gov. Code, § 71800 et seq.)

b. The specific Government or Public Utilities Code section(s) or PERB regulation section(s) alleged to have been violated is/are:
3571 (a) and (b)

c. For MMBA, Trial Court Act and Court Interpreter Act cases, if applicable, the specific local rule(s) alleged to have been violated is/are (***a copy of the applicable local rule(s) MUST be attached to the charge:***)

d. Provide a clear and concise statement of the conduct alleged to constitute an unfair practice including, where known, the time and place of each instance of respondent's conduct, and the name and capacity of each person involved. This must be a statement of the facts that support your claim and *not conclusions of law*. A statement of the remedy sought must also be provided. (*Use and attach additional sheets of paper if necessary.*)

See attachment

AI ADVISORY

You are accountable for all content in the above filing, including any content created by or assisted by generative artificial intelligence ("AI") or other technological tools. Before filing your document, you must: (1) confirm the existence of all cited authorities, (2) ensure no cited authority is fabricated, misstated, or misleadingly taken out of context, and (3) verify that all information included in the filing, including any information generated or assisted by AI or other technological tools, is accurate. Be advised that including fabricated information in your filing risks serious consequences, including but not limited to striking the filing from the record, dismissing the charge, issuing monetary sanctions, and, if you are an attorney, reporting to the State Bar.

DECLARATION

I declare under penalty of perjury that I have read the above charge and that the statements herein are true and complete to the best of my knowledge and belief. (A Declaration will be included in the e-mail you receive from PERB once you have completed this screen. The person filing this Unfair Practice Charge is required to return a properly filled out and signed original Declaration to PERB pursuant to PERB Regulations 32140 and 32135.)

Terry Scott
(Type or Print Name)

/s/ Terry Scott
(Signature)

10/01/2026
Date

STATEMENT OF CHARGE

California Faculty Association v. California State University

The Parties

1. Charging Party California Faculty Association (“CFA”) is the “exclusive representative” within the meaning of Government Code § 3562(i) of a bargaining unit of approximately 28,000 faculty employees employed by Respondent California State University (“CSU”), an employer within the meaning of Government Code § 3562(g), at its 23 campuses. The CFA-represented CSU employees include Lecturers, Assistant Professors, Associate Professors, Full Professors, Coaches, Counselors, and Librarians who are part of bargaining unit 3 (“Unit 3”).
2. At all times relevant, CFA and CSU have been negotiating a collective bargaining agreement (“CBA”) covering the terms and conditions of employment for employees in Unit 3 that is expired.
3. CFA and CSU are currently in a bargaining dispute and will engage in the factfinding stage of impasse procedures in the coming weeks.

August 21, 2026, Convocation Event

4. On August 21, 2026, California State University Long Beach (“CSULB”) held a scheduled Convocation event inside the Carpenter Center for the Performing Arts (the “Carpenter Center”). The Convocation marked the start of the 2026-2027 academic year at CSULB and featured speeches by CSULB President Loren J. Blanchard (“Blanchard”), and CSULB Provost Karyn Scissum Gunn (“Gunn”). The Convocation is open to CSULB faculty, staff, and administrators. (A copy of the digital invitation is attached as Charge Attachment A).
5. Amongst those in attendance were various CFA CSULB chapter faculty members including Co-Chapter Presidents of CFA’s CSULB chapter, and members of CFA’s statewide CBA bargaining team. These chapter faculty members were also joined by staff employees in separate bargaining units, represented by three other unions: the United Autoworkers, the California State University Employees Union, and the Teamsters.
6. At the beginning of President Blanchard’s prepared remarks, approximately two dozen staff and faculty from these different unions engaged in a collective protest inside the Carpenter Center to raise awareness of their labor demands. At all times during the collective protest, these faculty and staff union members were dressed in their respective union affiliated attire.
7. The collective protest consisted of two separate chants, led by one individual from a separate staff union:

“What do we want?”

“Fair contracts!”

“When do we want them?”

“Now!”

“If we don’t get them?”

“Shut it down!”

8. The collective protest lasted fewer than three minutes.
9. The participants of the collective protest subsequently exited the Carpenter Center, while continuing to shout, “five unions, one fight!”.
10. All other attendees of the convocation remained seated and were not displaced due to the chanting. Some of the attendees clapped during the chanting.
11. After the participants of the collective protest exited the Carpenter Center, President Blanchard stated to the remaining attendees, “I respect the right for free expression.” At which point many of the remaining attendees clapped in support. President Blanchard subsequently proceeded with his speech and the Convocation proceeded without further interruption. (A video of the collective protest can be found at this link: https://drive.google.com/file/d/1znOZrZ5nb_-zdObp7K8tZiNBic1OR2h2/view; additionally, a video of the entire convocation event hosted on the CSULB website can be found at <https://www.youtube.com/live/K2RXngnBu6s?si=DsLsy8dMOuHC2DF1>. Noticeably, the latter video excludes any mention of the collective protest).

The University Warning Letters

12. To CFA’s Knowledge, on September 16, 2026, CSULB sent separate emails to six CFA-represented faculty members who participated in the collective protest (The “Warning Letters”). Others may have received Warning letters, but CFA is not aware of them.
13. The Warning Letters accused each faculty member of participating in a "disruption," engaging in "unprofessional conduct," and violating Section IX(A) of the CSU Systemwide Time, Place, and Manner (TPM) Policy. (A Sample warning is attached as Charge Attachment B).
14. It is noteworthy that Section II of the TPM Policy provides that the policy “shall not interfere with the statutory rights provided by the Higher Education Employer-Employee Relations

Act (HEERA) or the terms of an applicable Collective Bargaining Agreement and does not prohibit CSU unions from communicating with their members regarding union-related activities or engaging in protected or concerted activities otherwise allowed under HEERA or an applicable Collective Bargaining Agreement.” (Charge Attachment C).

15. To our knowledge, the CSU has never warned faculty union members about union protests or actions in public spaces before.
16. The Warning Letters also falsely accused each faculty member of interfering “with the scheduled speaker’s ability to be heard and prevented the scheduled Convocation program from continuing.” (Charge Attachment B).
17. Despite the CSULB’s framing that the Warning Letters are “not disciplinary action,” the letters explicitly warned the that “future violations... may result in appropriate corrective or disciplinary action.” In other words, these Warning Letters may serve as the basis for disciplinary consequences for faculty members engaging in union activities.

CSU Unlawfully Interfered with Employee and Union Rights of Faculty

18. HEERA section 3571(a) and (b) make it unlawful for an employer to interfere with employees' right to participate in the activities of an employee organization, and to interfere with the employee organization's right to represent its members.
19. As alleged above, CSU’s Warning Letters constitute unlawful interference with the rights of CSULB faculty to participate in CFA activities such as concerted vocal protest regarding dissatisfaction with management and collective bargaining. The Warning letters, with erroneous allegations, are intended to dissuade and discourage faculty and other CSU employees from engaging in concerted activity in ongoing labor disputes.
20. Furthermore, the University’s application of its TPM Policy based upon the concerted action that occurred during the convocation event interferes with the exercise of HEERA rights. PERB precedent prohibits employers from utilizing civility policies like the TPM Policy to suppress or punish protected speech (See *Regents of the University California* (2004) PERB Decision Number 1700-H, p. 60-61).
21. The University's issuance of the Warning Letters created a chilling effect on the bargaining unit, signaling to faculty and staff that participating in collective labor advocacy will result in disciplinary threats and continued surveillance, notwithstanding the lack of a substantial disruption to University operations.

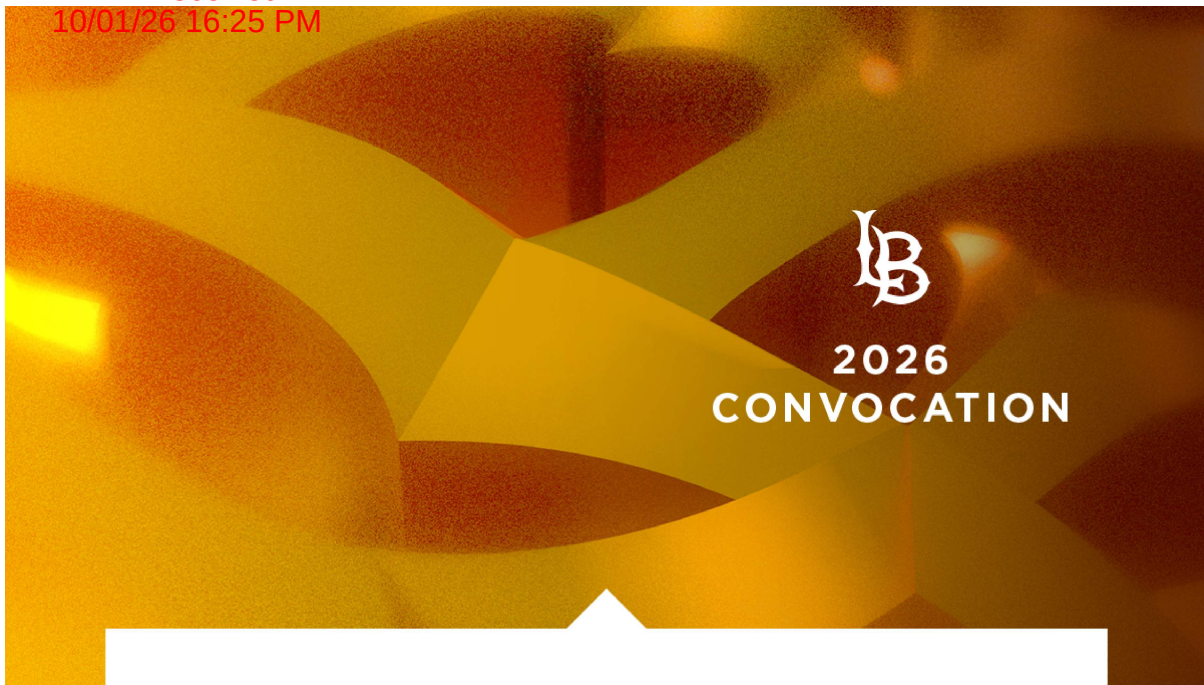
CSU Retaliated Against Faculty for Engaging in Protected Activity

22. HEERA section 3571(a) prohibits a higher education employer from imposing or threatening to impose reprisals on employees, or otherwise interfering with, restraining, or coercing employees because of their exercise of rights guaranteed by HEERA.
23. A charging party must prove four elements: (1) one or more employees engaged in activity protected by a labor relations statute that PERB enforces; (2) the respondent had knowledge of such protected activity; (3) the respondent took adverse action against one or more of the employees; and (4) the respondent took the adverse action “because of” the protected activity, which PERB interprets to mean that the protected activity was a substantial or motivating cause of the adverse action. *City of San Diego* (2020) PERB Decision No. 2747-M, p. 26.
24. The Warning Letters additionally constitute retaliation against faculty for exercising their rights guaranteed under HEERA.
25. As discussed above, these faculty members were engaged in protected concerted activity by participating in a collective demonstration concerning an active contract dispute. This conduct constitutes protected employee speech related to legitimate labor and employment concerns. The University had knowledge of this protected activity and issued the Warning Letter because of their participation. The University took adverse action against these faculty in the form of the Warning Letters which threatened discipline or corrective action for similar conduct in the future. (See *Claremont Unified School District* (2019) PERB Decision Number 2654, p. 14; where cease and desist letter, whether or not they are disciplinary in themselves, have been found to be adverse because they contain a threat of possible future discipline).

REMEDY

26. As a remedy, CFA seeks an order requiring CSU to (1) post a notice and publicly read the notice admitting that the University violated HEERA Sections 3571(a) and (b) at the next Board of Trustees meeting (followed up by posting the video prominently on the CSU’s website); (2) publicly commit to refrain from such conduct in the future, and (3) immediately rescind and expunge the Warning Letters and any related documentation from faculty personnel files and from all other records maintained by the University; (4) cease and desist from retaliating against employees for engaging in protected concerted activity and from interfering with the rights of employees and the Union; and (5) provide such other relief deemed proper by the Public Employment Relations Board.

Attachment A



PRESIDENT
Loren J. Blanchard

&

PROVOST
Karyn Scissum Gunn

cordially invite you to attend the

**2026
ANNUAL
CONVOCATION**

*Rising with the Tide: A New Wave of
Student Success at The Beach*

Friday, August 21

8 – 8:45 a.m.

Dance Courtyard

We encourage you to arrive early to connect with your colleagues, enjoy a continental breakfast, photos and more!

Program Starts

9 – 11 a.m.

Carpenter Performing Arts Center

Our program will start promptly at 9 a.m. and will be livestreamed and recorded for later viewing.

RSVP for Convocation

If you require a reasonable accommodation based on a disability or medical restriction to access this program, please contact Staff Human Resources (StaffHR-Accommodations@csulb.edu) for staff or Faculty Affairs (AA-FacultyLOA@csulb.edu) for faculty as soon as possible so we can assist you prior to the program.

American Sign Language (ASL) will be provided.

All Beach faculty and staff are welcome. If you plan on attending in person, please [RSVP by Friday, August 16.](#)

CALIFORNIA STATE UNIVERSITY
LONG BEACH

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[View In Browser](#)

Attachment B

PERB Received
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From: Faculty Affairs <fafr@csulb.edu>

Date: September 16, 2026 at [REDACTED]

To: [REDACTED]

Subject: Conduct at August 21, 2026 Convocation

Dear [REDACTED]

This communication concerns your participation in a disruption that occurred during the University's Convocation on August 21, 2026. During the Convocation, you joined a group of attendees who stood and engaged in loud chanting while a scheduled speaker was attempting to deliver planned remarks. The volume and duration of the chanting prevented the speaker from being heard and required the scheduled program to be suspended while the chanting continued. The program was unable to resume until you and the other participants left the auditorium. While you have the right to air grievances, the manner in which you did so was not appropriate.

The University respects and supports the rights of members of the campus community to engage in free expression, including protest and expression critical of the University. Those rights, however, do not include the right to prevent others from speaking or being heard. Section IX(A) of the CSU Systemwide Time, Place, and Manner (TPM) Policy, titled No Disruption or Interference with the Speech of Others (Heckler's Veto Prohibited), expressly prohibits individuals or groups from suppressing the speech of another person by shouting down, drowning out, or otherwise preventing the speaker from being heard. Moreover, behavior that interrupts a speaker at a properly scheduled event is not protected speech under the Constitution and constitutes unprofessional conduct. The conduct described above interfered with the scheduled speaker's ability to be heard and prevented the scheduled Convocation program from continuing and therefore violated Section IX(A) of the CSU Systemwide TPM Policy and the Constitutional rights of the speaker. Just as you would expect people to respect your right to speak, you must respect theirs.

You are expected to comply with the CSU Systemwide TPM Policy. Nothing in this notice is intended to restrict lawful protest, union activity, or other protected expression consistent with applicable law and University policy.

This notice is meant to inform you of the University's policy and expectations and is not disciplinary action. Future violations of the Systemwide TPM Policy may result in appropriate corrective or disciplinary action consistent with applicable law, University policy, and collective bargaining requirements.

CONFIDENTIALITY NOTICE:

This e-mail, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information.

Any unauthorized review, use, disclosure, or distribution is prohibited.

If you are not the intended recipient, please contact the sender by e-mail and destroy all copies of the original message.

Attachment C

Status **Active** PolicyStat ID **20348508**



Origination 8/15/2024
Effective 4/23/2026
Reviewed 4/23/2026
Next Review 4/23/2027

Owner Dilcie Perez:
Deputy VC,
SEMSS

Area Strategic
Enrollment
Management
& Student
Success

Interim Systemwide Time, Place and Manner Policy

I. Statement of Values

The California State University (CSU) seeks to foster healthy discourse and exchange of ideas in a safe and peaceful manner, by sustaining a learning environment that supports the free and orderly exchange of ideas, values, and opinions, recognizing that individuals grow and learn when confronted with differing views, alternative ways of thinking, and conflicting values. The search for knowledge requires the freedom to speak openly about concerns and issues. All members of the University¹ community and the public are free to lawfully exercise their right to freedom of expression on University Property within the rules and regulations established by this Policy.

Freedom of expression is a cornerstone of a democratic society and is essential to the educational process. Institutions of higher education have a special obligation to encourage and support the free expression of ideas, values, and opinions, even where they may be unpopular or controversial. The University accepts and embraces this obligation, recognizing that such expression may take a variety of forms, including, but not limited to, speeches, signs, written materials, assemblies, parades, marches, demonstrations, protests, and artistic representation.

Acknowledging the significant role the unfettered exchange of information and ideas plays in learning and in a free society, the University shall ensure that individuals and groups have wide latitude to lawfully exercise the right of free expression and that their constitutionally protected right to free expression is not abridged. Freedom of expression, however, is not an absolute right. It coexists with other rights and the need for public order and safety. The exercise of freedom of expression and assembly rights must comply with all applicable federal, state, and local laws, and University policies, including CSU's [Nondiscrimination Policy](#). Prohibited activity not protected by the First Amendment nor permitted by this Policy includes but is not limited to unlawful discrimination, harassment, defamation, terrorist threats, false advertising, vandalism, property damage, trespass, occupation of a building or facility, refusal to

disperse, or the promotion or incitement of actual or imminent violence or harm.

All members of the University community should recognize that causing discomfort or causing offense is not a basis for the University to limit free expression. At the same time, we must recognize that freedom of expression includes a responsibility to respect the dignity of others, to acknowledge the right of others to express differing opinions, and to do so in a lawful manner. Sometimes, freedom of expression activities (including posted or published materials) direct hurtful and/or hateful messages toward an individual or group. While there will be disagreements over what may constitute acceptable or appropriate comment, there can be no question, particularly in a university setting, that freedom of expression, as guaranteed by the First Amendment, is a cherished and protected right. Accordingly, the University promotes expression of differing points of view and the right to express oneself. While one may find certain expressions or materials to be quite offensive or even insulting, the appropriate way to counteract such materials is through discourse, criticism, and the expression of contrary points of view. Freedom of expression is allowed and supported as long as it does not violate other laws or University policies and procedures.

CSU's [Academic Freedom Policy](#) sets forth the meaning of Academic Freedom and is incorporated into this Policy. It is the policy of the CSU to support Academic Freedom, and the CSU will ensure that instructional faculty are entitled to full freedom in teaching and related instructional activity, service, research, scholarship, and creative activities.

The CSU is a unionized environment and recognizes that its employees and their union representatives' are afforded rights under the Higher Education Employer-Employee Relations Act (HEERA). This policy is not intended to conflict with rights under state or federal law, and the University will not enforce this Policy in a manner that violates employees' rights under HEERA or the terms of an applicable Collective Bargaining Agreement.

II. Purpose

To support and achieve its educational mission and educational access for all, the CSU has an obligation to maintain an environment in which the operations of the University can be conducted without Disruption, in accordance with the highest standards of institutional integrity, academic freedom, freedom of expression, and recognition of the rights, privileges and responsibilities of University community members and Non-Affiliates. The purpose of this systemwide Policy is to facilitate academic freedom, freedom of expression, and CSU's educational mission while protecting the right to learn and work in a safe environment.

The CSU may establish rules and regulations for the government and maintenance of the buildings and grounds of the CSU (Cal. Education Code § 89031). This Policy establishes these rules and regulations and governs the use of all University Property throughout all Universities and the Chancellor's Office and applies to all persons and groups accessing or using University Property, including all Students, Employees, recognized CSU auxiliary organizations and their employees, and Non-Affiliates. This Policy applies to all forms of expressive activity conducted on University Property and sets forth time, place, and manner regulations to ensure that persons and groups engaging in lawful expressive activities are protected and do not Disrupt University operations or infringe on the rights of others. All persons and groups accessing or using University Property must abide by all applicable CSU policies and the law.

The CSU recognizes that some actions will Disrupt the orderly operations of the University and/or raise significant security or safety concerns. While the University may not limit the content or viewpoints of what is expressed on University Property, including at assemblies, marches, protests and demonstrations, the University may limit when, where and how these activities take place through Content and Viewpoint Neutral time, place, and manner restrictions.

This Policy will be enforced to ensure the safety and wellbeing of the University community while protecting lawful free expression activities and sets forth the consequences for those who violate this Policy, related policies, or applicable federal, state, or local laws. All criteria for assessing events, activities, incidents, and violations under this Policy shall be applied in a Content and Viewpoint Neutral manner.

The Chancellor's Office and each University will publish a [Campus Addendum](#) (included with this Policy) setting forth additional Campus-specific time, place, and manner regulations and other information. Except where noted or where other policies are incorporated by reference, this Policy and each [Campus Addendum](#) are the controlling documents regarding the CSU's systemwide time, place, and manner policy and regulations, and supersede all previous time, place and manner policies and regulations.

This Policy shall not interfere with the statutory rights provided by the Higher Education Employer-Employee Relations Act (HEERA) or the terms of an applicable Collective Bargaining Agreement and does not prohibit CSU unions from communicating with their members regarding union-related activities or engaging in protected or concerted activities otherwise allowed under HEERA or an applicable Collective Bargaining Agreement.

III. Scope

This Policy applies to all persons and groups who access and use University Property, including Non-Affiliates:

- A. All use and activities must be conducted in conformance with all applicable federal, state, and local laws, as well as all University policies, procedures, and regulations.
- B. All use and activities must not Disrupt University operations and events, or academic classes and activities.
- C. Conduct and/or statements that constitute unlawful discrimination, harassment, retaliation, or stalking are not protected by academic freedom or freedom of expression and may be actionable under CSU's [Nondiscrimination Policy](#), as well as applicable civil or criminal laws. The University must provide a nondiscriminatory educational and working environment.
- D. During certain University events (e.g., commencement, open house, orientation, convocation, and homecoming), priority for use of the space will be given to those event-related activities over other activities that are not related to prioritized University events. The speech of protestors, including counter-protestors, will be permitted so long as it is in compliance with this Policy.
- E. Access to and use of certain University Property may be subject to advance registration, as more fully set forth in each [Campus Addendum](#). If a Campus Addendum requires advance registration, the registration process will include criteria for approval/denial of the request. See Section VII - spontaneous speech may be held in Public Areas and certain Limited Areas

without scheduling or reservation.

- F. Certain uses of University Property may be subject to reasonable fees (e.g., security, rent, custodial, insurance), require liability insurance, and/or an indemnity agreement which must be provided by those who seek to engage in such uses. Such requirements will be imposed in a content-neutral manner, guided by objective criteria.
- G. All users assume responsibility for all damage they cause to University Property. Failure to pay for damage to University Property may jeopardize future access to and/or use of University Property and can result in discipline for Students and Employees, and sanctions for Non-Affiliates, as well as civil or criminal action.
- H. Each University's President and Chief of Police or designee will determine the type of security or mutual aid necessary for all activities and events based on the public safety needs of any event or incident on or around University Property. Each event or incident will be considered on a case-by-case basis to determine appropriate staffing and other security and safety measures.

IV. Public, Limited, and Non-Public Areas

For purposes of the time, place, and manner regulations set forth in this Policy and each [Campus Addendum](#), the following terms shall apply:

A. Public Areas

A Public Area is University Property that is available for assemblies, marches, demonstrations, and protests. Right of access and equality of access are provided in these areas, so long as activities are lawful and do not Disrupt University operations. Campuses will identify appropriate outdoor spaces as Public Areas where members of the University community and the public may freely congregate, speak, distribute materials and voice their positions without interfering with or Disrupting the normal operations of the University.

Content-based restrictions are prohibited, but reasonable time, place and manner regulations will be applied. Spontaneous activities may take place in Public Areas without pre-scheduling or reservations except when Public Areas are reserved for specific uses and not available for general public use or spontaneous activities, as determined by the University. If protestors seek access to a space where the University event, as set forth in Section III. D, alternative space would be provided in compliance with this Policy that does not disrupt University operations and events, or academic classes and activities subject to reasonable availability and the University's operational resources and needs.

See the applicable [Campus Addendum](#) for details regarding Campus-specific Public Areas.

B. Limited Areas

A Limited Area is University Property that is available to the public but due to business operations, safety concerns, or other important University interests, is not open for purposes of assembling, marching, demonstrating or protesting. Activities in these areas may require scheduling and/or reservations with the University, and are available on a limited basis, subject to campus regulations that are narrowly tailored to address the University's legitimate business interests in a content-neutral manner for granting

use of Limited Use for speech activities.

A Limited Area is an area that the University, in its discretion, occasionally shares with members of the campus community and/or the public. The primary feature is that it is, at least sometimes, available for use by persons or organizations other than the University but it is not available for public assemblies, marches, demonstrations, or protests.

See the applicable [Campus Addendum](#) for details regarding Campus-specific Limited Areas.

C. Non-Public Areas

Except for areas designated as Public Areas and Limited Areas, all remaining University Property, including the interiors of buildings and facilities are Non-Public Areas. These areas are not open to the public and the University can restrict access to Non-Public Areas on a Content and Viewpoint Neutral basis. See the applicable [Campus Addendum](#) for details regarding Campus-specific Non-Public Areas.

V. Assemblies, Marches, Demonstrations and Protests

Individuals and groups may assemble, march, demonstrate, and protest on University Property in Public Areas at all times **except** outside the posted operating hours for each University (see [Campus Addendum](#)), when reserved by other users, or as otherwise prohibited by this Policy, to engage in speech and expression, including the solicitation of signatures on noncommercial petitions, provided such activities do not Disrupt the functions, operations, and events of the University or interfere with the rights of others, including, but not limited to, compelling persons to be an involuntary audience or jeopardizing the safety of persons or property. Those engaged in the exercise of free speech and assembly rights shall not:

- A. Disrupt class instruction or other scheduled academic, educational, or cultural/arts programs, speakers or performers on University Property, or the use of University libraries, other approved University Property uses and reservations, or other University resources or operations.
- B. Obstruct pedestrian or vehicular traffic, or otherwise endanger persons or property.
- C. Conduct their activity in a manner that obstructs University parking lots, parking structures, driveways, crosswalks, exits, fire lanes, streets, roadways, walkways, paths, doorways, or passageways, or otherwise denies a person access to normally unrestricted University Property.
- D. Employ sound amplification (including but not limited to bullhorns or electronic speakers) that Disrupts University activities, academic instruction, or interferes with the exercise of free speech by others or create noise in violation of local noise ordinances. See the applicable [Campus Addendum](#) for more information regarding sound amplification and local noise ordinances.
- E. Engage in removal, relocation, theft, damage, or destruction of any University Property.
- F. Harass or intimidate any person, or impede or restrict the free movement of any person.
- G. Create or cause unsafe conditions, including but not limited to, congestion around doorways,

entrances or exits, stairways, elevator lobbies, and escalators.

- H. Fail to comply with directives of a University official acting in the performance of their duties. A "directive of a University official" includes an order to disperse because of an unlawful assembly, riot or unsafe condition. Failure to obey such an order may result in a determination that participants are engaging in an unlawful assembly, riot or unsafe condition and will result in the University exercising its authority to invoke emergency incident response tactics. These tactics could include the use of law enforcement resources, and could result in arrests, Employee and Student discipline, and appropriate sanctions against those participating in the unlawful assembly or riot.
- I. Picket, rally, protest, parade, patrol, or otherwise demonstrate in the interior, indoor, or private portions of any University *housing* facility, including the residence of any University Employee on University Property when it is serving as a private residence and no public events are taking place.

VI. Scheduled Events and Demonstrations

Scheduled events and demonstrations may be held in Public Areas and in certain Limited Areas of the University. University Students, Employees, Recognized Student Organizations, and recognized CSU auxiliaries have priority over Non-Affiliates in scheduling events and demonstrations. **See the applicable [Campus Addendum](#) for details regarding Campus-specific scheduling and registration procedures.**

VII. Spontaneous Activities, Unscheduled Events and Demonstrations

Spontaneous Activities, unscheduled events and demonstrations may be held in Public Areas and certain Limited Areas (as provided by the applicable [Campus Addendum](#)), without scheduling or reservations, so long as they do not Disrupt scheduled events, violate University policies or applicable federal, state, or local laws, and do not Disrupt University operations. It is the intent of this Policy to ensure that all activities, events, and demonstrations occur with no risk or threat to the safety and security of persons or University Property.

In deciding whether an event or demonstration is spontaneous or planned, the University may consider factors that include but are not limited to (a) whether signs or placards used at the demonstration were commercially produced, (b) whether participants used amplified sound equipment, (c) whether media was contacted, substantially in advance of the demonstration, (d) whether other factors or circumstances, including social media communications or advertising, demonstrate advance planning by one or more individuals and/or organizations, and (e) whether or not the planning of the event extended beyond the time period set forth by the applicable permit application process.

In the event of multiple groups or individuals attempting to use Public Areas at the same time and place, priority shall be given in the following order: (1) previously scheduled (in compliance with this policy) events and demonstrations; (2) events and demonstrations conducted by recognized University organizations, Students, Recognized Student Organizations, current Employees, CSU Employee unions, and CSU auxiliaries; and (3) on a first-come, first-served basis.

VIII. Other Expressive Activities

Non-Disruptive expressive activities, such as wearing demonstrative clothing or accessories, distribution of literature, are permitted on University Property, so long as they do not violate CSU's [Nondiscrimination Policy](#) by targeting an individual's Protected Status resulting in discrimination or harassment. This does not create a general right of access and certain areas may be restricted to ensure the safety, security, and functioning of the University.

IX. Prohibited Activities and Uses on University Property

A. No Disruption or Interference with the Speech of Others (Heckler's Veto Prohibited)

Individuals or groups may not suppress the speech of another individual by shouting down or otherwise drowning out or preventing the individual from being heard, otherwise known as a "heckler's veto." Individuals may protest speakers on Campus with whom they disagree, but they may not do anything that prevents the speaker from expressing their views or prevents members in the audience from hearing or seeing the speaker. This prohibition also applies to the removal or erasure of written or printed expressive activities that are otherwise in compliance with this Policy and the applicable [Campus Addendum](#).

B. No Camping, Overnight Demonstrations, Overnight Loitering, Furniture, or Large Household Items

To ensure the health and safety of the entire University community, and to protect University Property, encampments of any kind, overnight demonstrations (e.g., outside the operating hours of each University), and overnight loitering are not permitted in or on any University Property, whether indoors or outdoors. No one may camp, occupy camping facilities (including recreational vehicles or any other similar vehicles), use camping paraphernalia, or store personal property on University Property for these purposes. No one may bring a tent or other housing structure on University Property or occupy any tent or housing structure. No one may set up a campsite on University Property. Other than as allowed in University residential housing or as permitted for Employees in their University workspaces, no one may bring, leave, or maintain furniture or other large household items on University Property, or bring or maintain large personal belongings or copious amounts of personal belongings without University authorization. For purposes of this section, "large household items," "large personal belongings," and "copious amounts of personal belongings," means anything that cannot be carried on the person. "Storage of personal possessions" means leaving items unattended that are not in the owner's immediate personal custody and control. Such unauthorized activities, including overnight activities utilizing vehicles, will be considered trespassing and a violation of this Policy. *This prohibition does not apply to overnight activities authorized by the University for official University business and academic activities, or University business operations.*

C. No Temporary or Permanent Structures, Walls, Barriers, Barricades, Furniture, or Other Objects

Except as authorized by the University, no one shall build, construct, erect, place, set up, move, deliver or maintain any temporary or permanent tent, platform, booth, bench, building, building materials (such as bricks, pallets, etc.), wall, barrier, barricade, fencing, structure, sculpture, bicycle rack or furniture on University Property. This prohibition does not apply to activities allowed under a [Campus Addendum](#) and subject to time, place, and manner regulations set forth in this Policy. Any unauthorized item is subject to immediate removal.

Campus Addendums should address the permitted use of pop-up canopies or similar equipment while tabling without prior authorization.

D. No Unauthorized Vehicles

Unauthorized vehicles, including commercial vehicles, moving vans or trucks, carts, carriages, trailers, wagons, buses, or other vehicles may not be used in ways that would constitute a violation of this Policy or to transport persons or property for purposes of engaging in violation of this Policy.

E. University Operating Hours

No one shall enter or otherwise remain on University Property between the hours specified in each University's [Campus Addendum](#), or at such other times as published or posted by University housing and residential programs, and other similarly specialized University programs. This prohibition shall not apply to persons with valid authorization from a University official, persons on legitimate University business, persons engaging in union activity, or persons attending a specific University sponsored event. Those persons with legitimate University business reasons, possessing a valid written authorization, or attending a University sponsored event, shall be allowed to remain and access the facilities as allowed in their authorization or through the duration of the specific event, after which time they shall leave University Property without any appreciable delay. This prohibition shall not apply to persons transiting on a roadway or path designated as open to the public. **See each [Campus Addendum](#) for designated University Property.**

F. Refusal to Disclose Identification When Violating University Policy or Applicable Laws

Wearing masks or face coverings is permissible for all persons who are complying with University policies and applicable laws. No person, while on University Property, may conceal their identity or refuse to provide their identification for the purpose of evading or escaping discovery, recognition, or identification in the commission of violation of applicable University policy or local, state, or federal laws, including acts of unlawful intimidation or harassment of any person or group. Under these circumstances, an authorized University official operating in an official capacity may request identification. The failure to provide identification under these circumstances to an authorized University official operating in an official capacity is itself a violation of this Policy and may also be a criminal

violation if the person is engaged in criminal conduct. It may also result in immediate removal from University Property, and subject to the appropriate discipline for Students and Employees. Harassment in this context is as defined in CSU's Nondiscrimination Policy. CSU will not contact, detain, question, request identification, discipline or arrest an individual on the basis of any Protected Status as defined in the CSU Nondiscrimination Policy, suspected immigration status or to discover the Protected Status or immigration status of any individual. This Policy will not be used for any purpose connected with immigration status or enforcement.

G. No Firearms or Weapons

While on University Property, no person (with the exception of authorized law enforcement officers) shall possess, carry or have control of any firearm, gun, or replica, whether loaded or not, unless it is with the written permission of the University President or designee, such as the University Chief of Police, or equivalent University official. All weapons are prohibited on University Property by California Penal Code sections 626.9 and 626.10. No person while on University Property shall possess, carry, or have control of any weapon defined as:

1. Any knife that has a blade longer than two and one half inches or opens automatically (except for culinary knives used for authorized University dining or catering operations, as part of an authorized academic class or lab and only when used in those circumstances, or in a University residence for culinary purposes).
2. Any dirk, dagger, or ice pick.
3. Any razor with an unguarded blade.
4. Taser or stun gun.
5. Ammunition.
6. Any instrument that expels a metallic projectile, such as a BB or a pellet, through the force of air pressure, CO2 pressure or spring action. (Cal. Penal Code § 20170.)
7. Other items including nun chucks, brass knuckles, machetes, swords, and darts.

Please note - Sticks for supporting signs, placards or banners are permissible, provided they are used for that purpose, and not to cause or threaten harm or injury to a person or property, or otherwise used as a weapon.

H. No Fires or Fireworks

No one shall start, use or maintain campfires, portable stoves, fire pits, open fires, torches, fireworks, or any other fire or fire apparatus on University Property except as expressly authorized by the University, and subject to requirements regarding location, time, and fire safety precautions as the University, the State Fire Marshal, or local fire authority may impose.

I. No Explosive Materials

No one shall bring any explosive material (as defined in section 12000 of the California Health and Safety Code) or flammable material (as defined in section 12504 of the California Health and Safety Code) or any hazardous or flammable materials (as defined by the regulations adopted pursuant to

section 2402.7 of the California Vehicle Code) onto University Property, regardless of whether or not the material is burning, except such materials that are transported in approved containers and necessary for the conduct of the operations of the University, including fuel necessary for the operation of a University vehicle or any University equipment of a vehicle.

J. No Ambushing or Lying in Wait

It is prohibited on University Property to engage in, participate in, or assist participants in any game or activity which involves the ambushing, lying-in-wait for, or following another person by means of stealth; or to participate or assist in the participation in any game or activity which would involve the firing of any device as defined in paragraph G above.

K. No Shooting of Arrows, Missiles, or Projectiles

It is prohibited on University Property to shoot any arrow, projectile, or similar missile, and/or to permit any arrow, projectile, or similar missile to be shot on or around University Property, except as part of a University course of study or official University sponsored activity.

L. No Chemical Sprays, Gas Masks, Body Armor, Shields, or Laser Pointers

No mace, pepper spray, chemical sprays or liquids, shields, body armor, gas masks, or laser pointers, except as used for legitimate academic and teaching purposes, and by law enforcement as permitted by applicable University Police Department policy. This prohibition does not apply to personal possession of mace or pepper spray devices used for the lawful purpose of personal protection (self-defense) in an emergency.

M. No Human Urination or Defecation

Human urination or defecation in any place other than a designated restroom or other facility designed for the sanitary disposal of human waste is prohibited.

N. No Unauthorized Climbing, Scaling, or Rappelling

Unauthorized climbing, scaling, or rappelling any tree, building, structure, facility, light poles, signage, fences, or walls on University Property is prohibited.

X. Restricted Activities and Uses on University Property

Each Campus Addendum may prescribe a clearly-communicated and content and viewpoint neutral process and location for the following activities and uses on University Property. Except as provided in the relevant [Campus Addendum](#), these activities are prohibited unless prior written permission from the appropriate University official is obtained.

- A. Posters, signs, and banners affixed to University Property. Chalking is permitted unless

otherwise specified in a Campus Addendum. See [Campus Addendum](#).

- B. No unmanned aircraft system (UAS) (also known as a drone) may be flown from, on or around University Property without the express written approval of the University. See [Campus Addendum](#).
- C. Use of University Property for commercial purposes is prohibited unless prior written permission has been obtained from the University.
- D. University flagpoles are reserved for official University use only. Flags flown on outdoor, permanently installed flagpoles located on University Property serve as a means of expression of the University's official sentiments as determined by the University President or the Chancellor, as applicable. They are not a forum for free expression or expressive conduct by members of the University community or the public.
- E. Additional activities and uses not included above may be addressed in the applicable [Campus Addendum](#).

The CSU is a unionized environment and recognizes that its employees and their representatives are afforded rights under HEERA.

XI. Non-Affiliates on University Property

This Policy applies to the conduct of persons who are *not* Students, Employees, or CSU recognized auxiliary organizations and their employees (Non-Affiliates), including when that conduct is a threat to the safety of persons or property or constitutes Disruption or interference with functions, activities, or operations of the University. All Non-Affiliates engaging in any demonstration, protest, assembly, gathering, march, rally, or any other expressive activity in or upon University Property are subject to this Policy. This Policy will not be utilized to impinge on the lawful exercise of constitutionally protected rights of freedom of speech or assembly, or the constitutionally protected right of personal privacy of Non-Affiliates.

Non-Affiliates shall not remain on University Property if directed to leave University Property by the University to maintain order on University Property, upon the reasonable determination of the University that the Non-Affiliate is committing an act that is likely to interfere with the peaceful conduct of the University's functions or operations or has entered University Property with the purpose of committing any such act. Non-Affiliates on University Property shall not:

- A. Knowingly and willfully interfere with the peaceful conduct of the activities of the Campus or facility by intimidating, harassing, or obstructing any University Employee, Student, or any other person.
- B. Delay or linger without lawful purpose for being on University Property and for the purpose of committing a crime or violation of University policy.
- C. Use University Property not open to the public, including but not limited to, residence halls, offices, showers, storage lockers, study lounges, or recreational facilities, without authorization from the University.

XII. University Response to Activities that Violate this Policy, Threaten Safety, or Disrupt University Activities

A. Supportive Measures and Resources

Free speech rights include protecting a person's free speech rights even when their speech may cause discomfort for some individuals. As long as speech does not constitute an actual threat, an immediate incitement to violence, unlawful discrimination or harassment (as defined in CSU's [Nondiscrimination Policy](#)), or other unlawful activity, the University will protect the First Amendment rights of the speaker. Students and Employees who believe they have been subjected to harassing speech that is so severe or pervasive that it limits or denies their ability to participate in or benefit from the University's programs or activities, should report their concerns to the University's official charged with enforcing [CSU's Nondiscrimination Policy](#). The University will assess the matter pursuant to the procedures set forth in the CSU's [Nondiscrimination Policy](#) and will provide reasonable supportive resources to the affected Students and Employees.

Even if the activity is deemed protected speech and does not violate CSU's [Nondiscrimination Policy](#), or applicable laws, the University's official charged with enforcing CSU's [Nondiscrimination Policy](#) as well as other applicable University officials will work with Students and Employees to provide reasonable supportive services and resources. In those circumstances, although there may be no sanction or action taken against the individuals engaged in the protected speech activity, reasonable supportive and other measures will be provided.

Whether harassing conduct creates an unlawful hostile environment must be determined from the totality of the circumstances. Relevant factors for consideration may include, but are not limited to, the context, nature, scope, frequency, duration, and location of the harassment based on race, color, or national origin, as well as the identity, number, age, and relationships of the persons involved. The less pervasive the harassing conduct, the more severe it must be to establish an unlawful hostile environment. For example, in most cases, a single isolated incident would not be sufficient to establish a policy or legal violation. However, in some cases, a hostile environment requiring appropriate responsive action may result from a single severe incident.

B. Violations, Enforcement, Sanctions, and Discipline

The University aims to foster open and rigorous debate, to protect academic freedom and free speech, and to promote discourse, even on the most challenging, sensitive, and controversial issues. While fostering the free exchange of ideas, the University must also pursue and protect its core functions – to teach, engage in research and scholarship, promote the arts and athletics, convene the community, and perform its everyday operations. This includes ensuring that University community members are protected from physical injury and unlawful behaviors, and that University Property is protected from property damage.

Violations of this Policy, and/or applicable federal, state, or local laws, will lead to intervention by the

University and, if safety to persons or property is at stake, law enforcement. Each member of the University community is expected to know and follow this Policy and the applicable Campus Addendum. Disrupting University operations is not permitted, including but not limited to, conduct that unreasonably interferes with the activities of other persons; causes injury to persons or property or threatens to cause such injury; holding meetings, events, or demonstrations under circumstances where health and safety is endangered; or knowingly interfering with unimpeded movement on University Property or with University operations.

In the event of violation, those found in violation will be directed to comply with applicable University regulations by appropriate University authorities. When enforcing this Policy, an officer or Employee authorized to maintain order on University Property will make a reasonable attempt to warn and advise those violating this Policy or the law to cease the prohibited conduct or activity before citing and/or arresting them, except where the violating conduct appears to create a threat or imminent threat to the health and safety of persons, or to University Property, and immediate law enforcement action is necessary.

If a violation persists or is repeated, or if the activity or assembly poses an imminent danger to public safety or University Property, those involved in the activity may be required to disperse immediately. Violations of this Policy may result in arrest, Code of Conduct disciplinary measures for Students, discipline for Employees, and subsequent legal action by the University. If a violation occurs at a scheduled and permitted event, permission for the event may be summarily withdrawn.

1. Withdrawal of Consent and Removal from University Property

For Students and Employees: To maintain order on University Property, when a Designated University Official has reasonable cause to believe that a Student or Employee has willfully disrupted the orderly operation of the University, the Designated University Official may notify that Student or Employee that consent to remain on University Property has been withdrawn. The University shall follow the notification and procedure requirements set forth in Cal. Penal Code section 626.4.

For Non-Affiliates: To maintain order on University Property, when a Designated University Official has reasonable cause to believe that a Non-Affiliate has willfully disrupted the orderly operation of the University, the Designated University Official may notify the Non-Affiliate that consent to remain on University Property has been withdrawn. The University shall follow the notification and procedure requirements set forth in Cal. Penal Code section 626.6.

2. Student Discipline

Students charged with violating this Policy may be subject to discipline pursuant to CSU's [Standards for Student Conduct](#) (Student Conduct Code) as set forth in Title 5, California Code of Regulations, section 41301, and CSU's [Student Conduct Process](#). Student behavior that is not consistent with the Student Conduct Code is addressed through an educational process that is designed to promote safety and good citizenship and, when necessary, impose appropriate sanctions. The procedure for all student conduct violations is set forth in CSU's [Student Conduct Process](#). Sanctions may include restitution, loss of financial aid, educational and remedial sanctions, denial of access to Campus or persons, disciplinary probation, suspension, and expulsion, and can include multiple sanctions. A Campus President may also

impose an interim suspension pursuant to Title 5, California Code of Regulations, section 41302 where there is reasonable cause to believe that separation of a Student is necessary to protect the personal safety of persons within the University community or University Property, and to ensure the maintenance of order.

Alleged violations of the Student Conduct Code may include, but not be limited to, the following:

- a. Unauthorized entry into, presence in, use of, or misuse of University property.
- b. Willful, material, and substantial disruption or obstruction of a University-related activity, or any on-Campus activity.
- c. Participating in an activity that substantially and materially disrupts the normal operations of the University or infringes on the rights of members of the University community.
- d. Willful, material, and substantial obstruction of the free flow of pedestrian or other traffic, on or leading to Campus property or an off-Campus University related activity.
- e. Disorderly, lewd, indecent, or obscene behavior at a University related activity, or directed toward a member of the University community.
- f. Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, or sexual misconduct.
- g. Unauthorized destruction, or damage to University property or other property in the University community.
- h. Possession or misuse of firearms or guns, replicas, ammunition, explosives, fireworks, knives, other weapons, or dangerous chemicals (without the prior authorization of the Campus president) on Campus or at a University related activity.
- i. Violation of any published University policy, rule, regulation, or presidential order.
- j. Failure to comply with directions or, or interference with, any University official or any public safety officer while acting in the performance of his/her duties.
- k. Any act chargeable as a violation of a federal, state, or local law that poses a substantial threat to the safety or wellbeing of members of the University community, to property within the University community or poses a significant threat of disruption or interference with University operations.

Students charged with violating the Student Conduct Code will be referred to the University's Student Conduct Administrator who will follow CSU's [Student Conduct Process](#).

Recognized Student Organizations comprise a vital part of the Student experience and can contribute to Student success and engagement. Participation in these organizations affords Students the opportunity to develop organizational and leadership skills, foster capacities for effective teamwork, and promote civil engagement and community services, while connecting with peers, faculty, and staff. A University's recognition of a Student organization in accordance with CSU policy or administration of funds generated by the Student organization does not express or signify that the University approves or endorses the organization's goals, activities, or points of view, or that the University supervises or otherwise controls the organization and its activities. Nevertheless, and provided that a Student organization meets and maintains University requirements for recognition, Universities provide these organizations certain benefits and privileges (e.g., use of designated on-Campus facilities free of charge,

funding opportunities, support for on-Campus program planning, and information regarding basic event management). Each University establishes and publishes its own procedures for formal chartering and recognition of Student organizations in compliance with CSU's [Student Activities Policy](#). **See the [Campus Addendum](#) for information regarding a specific University's Recognized Student Organization policies and procedures.**

Official recognition of Student organizations that fail to abide by the open membership policy or that discriminate in violation of applicable University policy shall be withdrawn. In addition, official recognition of a Student organization may be withdrawn for hazing or conspiracy to haze, as well as any violation of any CSU policy. Each University has established standards for Recognized Student Organizations and procedures for imposing consequences for organizations found to be in violation of University standards. Consequences are intended to be educational in nature, and may include, but are not limited to, withdrawal of recognition, suspension for a specified period of time, probation (warning that might lead to a more severe consequence), restriction of University privileges, reprimand, and restitution for losses causes. Further, Campuses may stipulate conditions on how a Recognized Student Organization may regain recognition (if permitted under the circumstances). Each University retains authority to include additional requirements for recognition and/or to make the requirements listed here more limiting.

Students may also be individually disciplined under the [Student Conduct Process](#) for misconduct engaged in as part of a Recognized Student Organization.

3. Employee Discipline

Employees who violate this Policy may be subject to a range of consequences from a reprimand up to termination, in accordance with the applicable Collective Bargaining Agreement and University policies for represented Employees, or the applicable University policies and standards for non-represented Employees, and Cal. Education Code section 89535 which provides that any permanent or probationary CSU Employee may be dismissed, demoted, or suspended for (a) immoral conduct, (b) unprofessional conduct, and/or (c) failure or refusal to perform the normal and reasonable duties of the position, among other causes as set forth in statute or applicable University policies.

4. Non-Affiliates

Non-Affiliates who violate this Policy or applicable laws will be held accountable to the full extent of the University's authority under existing laws, regulations, and University policies, including, but not limited to removal from University Property pursuant to applicable Cal. Penal Code provisions, including but not limited to Cal. Penal Codes sections 626.4 and 626.6.

C. Withholding or Withdrawal of Approval

The University may withhold or withdraw approval for any events or activities on University Property under this Policy if they are deemed inconsistent with:

1. Federal, state, or local laws.
2. Existing University policies.

3. Preservation of public safety.
4. Maintenance and protection of University Property.
5. Free flow of pedestrian and vehicular traffic.

D. CSU Emergency Management and Law Enforcement

The Chancellor, for the Chancellor's Office, and the President, for each University, is delegated the responsibility for the development, implementation, and maintenance of an emergency management program and for ensuring compliance with CSU's [Emergency Management Policy](#) and CSU's [Emergency Operating Status Policy](#). All activities and events on University Property are subject to these policies. All CSU law enforcement activities are governed by [CSU Law Enforcement Policies](#) published by each University. Each situation is unique and may warrant involvement of law enforcement and/or activation of the Emergency Operations Center, as determined by Employees designated by the Chancellor or the President for these purposes.

XIII. Educational Programs and Activities to Support the Balance Between Free Speech Activities, Educational Mission, and Student Safety

See applicable [Campus Addendum](#).

XIV. Resources for Mental Health and Trauma Support for Employees and Students

See applicable [Campus Addendum](#).

XV. Designated University Official with Oversight, Implementation and Enforcement Responsibility, and Designated University Law Enforcement Liaison

A. Designated University Official

For the Chancellor's Office, the Chancellor, and for each University, the President, will designate an administrative Employee to serve as the Designated University Official with responsibility for oversight, implementation and enforcement of this Policy, including oversight of a training program for responsible Employees assigned to the response team, as well as communications and information for the broader University community (Students and Employees). The Designated University Official shall be a direct report to the University President, or to the Chancellor for the Chancellor's Office, or directly report to the

Chancellor or President (as applicable) for purposes of oversight, implementation, and enforcement of this Policy.

This Designated University Official shall create and oversee an implementation process whereby a response team of responsible Employees is in place and able to mobilize on short notice. When members of the team are unavailable, they will designate a replacement Employee and let the Designated University Official with oversight responsibility know, and all responsible Employees will be trained and familiar with this Policy and applicable university rules and processes for responding to violations of this Policy. The Designated University Official will have an action plan in place that explains the various levels of responsible Employees to be mobilized in response to activities governed by this Policy. Agreements will be in place with local law enforcement and other agencies needed to come to the aid of the University to enforce this Policy, including arresting individuals who elect to disrupt the orderly operations of the University, refuse to disperse, and/or engage in trespass, vandalism, and/or violation of applicable criminal laws.

Oversight will also include reviewing after action information from incidents where this Policy was violated to improve processes, review the provision of support services to Students and Employees who may have been harmed by violations of this Policy, as well as reviewing disciplinary actions and sanctions brought against those who violate this Policy.

B. Designated University Law Enforcement Liaison

Additionally, pursuant to Cal. Education Code section 66303, for purposes of promoting peaceful demonstrations, each University is required to designate an individual to serve as the Designated University Law Enforcement Liaison between law enforcement and Students exercising rights guaranteed by the First Amendment to the United States Constitution or Section 2 of Article I of the California Constitution, or both. The Designated University Law Enforcement Liaison shall be an administrative Employee with applicable knowledge and expertise and shall be a member of the response team described above.

XVI. Definitions

"Campus Addendum" means each addendum incorporated with this Policy setting forth additional Campus-specific time, place, and manner regulations and other information related to this Policy applicable to the Chancellor's Office and each University. Along with this Policy, each **Campus Addendum** is intended to be the controlling document regarding the specific Campus's time, place, and manner regulations, and will supersede all previous time, place and manner regulations published by each Campus.

"Campus" shall mean any of the institutions included within the CSU, as specified in Cal. Educ. Code section 89001. "Campus" and "University" are used interchangeably throughout this Policy.

"Chancellor" means the Chancellor of the California State University and includes their official designees.

"Content and Viewpoint Neutral" means assessment and application to all expressive activities without regard to substance or message, and that the University cannot favor one speaker's message over another's.

"Designated University Law Enforcement Liaison" means the Campus official designated to serve as the liaison between Campus law enforcement and Students exercising rights guaranteed by the First Amendment to the United States Constitution or Section 2 of Article I of the California Constitution, or both. The Designated Law Enforcement Liaison shall be an administrative Employee and shall be a member of the response team.

"Designated University Official" means the Campus official delegated authority by the Chancellor for the Chancellor's Office and the University President for each University, as designated in each Campus Addendum, for implementation and oversight over this Policy.

"Disruption" or "disrupt" means substantial and material interference with or disturbance of any University Activity, including any act that substantially and materially hinders, interferes with, or impedes the orderly accomplishment or pursuit of a University activity.

"Employee" means a person legally holding a position in the CSU. This term includes full-time, part-time, permanent, tenured, probationary, temporary, intermittent, casual, and per-diem positions.

"Limited Area" means University Property that is available to the public but due to business operations, safety concerns, or other important University interests, is not open for purposes of assembling, marching, demonstrating or protesting. Activities in these areas may require scheduling and reservations with the University, and are available on a limited basis, subject to Campus regulations that are narrowly tailored to address the University's legitimate business interests. **See the applicable [Campus Addendum](#) for details regarding Campus-specific Limited Areas.**

"Non-Affiliate" means any person who is *not* any of the following: a Student, Employee, officer, trustee, auxiliary employee, official University volunteer, or member of a household authorized to reside on University Property.

"Non-Public Area" means, except for areas designated as Public Areas and Limited Areas, all remaining University Property, including the interiors of all buildings and facilities. These areas are not open to the public and the University can restrict access to Non-Public Areas on a Content and Viewpoint Neutral basis. **See the applicable [Campus Addendum](#) for details regarding Campus-specific Non-Public Areas.**

"Public Area" means University Property that is available for assembly, marches, demonstrations, protests, and debate. Right of access and equality of access are provided in these areas, so long as activities are lawful and do not disrupt University operations. Content-based restrictions are prohibited, but reasonable time, place and manner regulations will be applied. Spontaneous activities may take place in Public Areas without pre-scheduling or reservations. **See the applicable [Campus Addendum](#) for details regarding Campus-specific Public Areas.**

"Recognized Student Organizations" are Student organizations addressed and defined in CSU's [Student Activities Policy](#), and does not include Student groups or clubs not officially chartered and recognized pursuant to CSU's [Student Activities Policy](#).

"Student" means applicants, enrolled Students, Students between academic terms, graduates awaiting degrees, Students on authorized leave, and Students who withdraw from school while a disciplinary matter is pending.

"University" means the Board of Trustees of the California State University (CSU), the Chancellor's Office,

and each University within the CSU system, collectively and individually. "University" and "Campus" are used interchangeably throughout this Policy.

"University Activity" whether scheduled or spontaneous, means events and functions hosted or approved by the University, including teaching and instruction; educational programs; athletics; cultural/ arts programs; research; learning; administration; operations; speakers or presenters; as well as assemblies, marches, demonstrations and protests. University Activity also includes events and functions hosted by Employees, Students, Recognized Student Organizations, and Non-Affiliates which are in compliance with the TPM Policy.

"University President" and **"President"** means those persons referred to as "Campus President" in California Code of Regulations, Title 5, Section 42355, and includes their official designees.

"University Property" means all land, buildings, facilities, or other grounds or structures, and any item, equipment, or property in possession of or owned, used, leased, maintained, or controlled by the University, by a recognized CSU auxiliary, or designated by the University as subject to this Policy, including property leased or licensed to University auxiliaries or others (including satellite campuses or other secondary locations). University Property also includes University and recognized CSU auxiliary services, resources, names, branding, trademarks, logos, computers, computing devices, websites, and network systems owned, maintained, or controlled by the University, funded by University funds, or recognized CSU auxiliary funds, or designated by the CSU as subject to this Policy.

XVII. Authority

This policy is issued pursuant to [Section II of the Standing Orders of the Board of Trustees of the California State University](#), as further delegated by the [Standing Delegations of Administrative Authority](#). The Campus president may delegate authority and responsibility described in this policy to other Campus officials pursuant to [Section VI of the Standing Orders of the Board of Trustees of the California State University](#).

Cal. Education Code section 89031.

CSU Standards for Student Conduct, 5 California Code of Regulations, sections 41301-41302.

Use of CSU Buildings and Grounds, 5 California Code of Regulations, sections 42350-42356.

XVIII. Campus Addenda

[California State University Bakersfield](#)

[California State University Channel Islands](#)

[California State University Chico](#)

[California State University Dominguez Hills](#)

[California State University East Bay](#)

[California State University Fresno](#)

[California State University Fullerton](#)

[California State Polytechnic University Humboldt](#)

[California State University Long Beach](#)

[California State University Los Angeles](#)

[California State University Monterey Bay](#)

[California State University Northridge \(updated link 10/04/2024\)](#)

[California State Polytechnic University, Pomona](#)

[California State University Sacramento](#)

[California State University San Bernardino](#)

[San Diego State University](#)

[San Francisco State University](#)

[San José State University](#)

[California Polytechnic State University San Luis Obispo and Solano Campus \(updated 9/05/2025\)](#)

[California State University San Marcos](#)

[Sonoma State University](#)

[California State University Stanislaus](#)

[Office of the Chancellor \(updated 10/3/2024\)](#)

XIX. Related Documents and Policies

CSU [Nondiscrimination Policy](#)

CSU [Academic Freedom Policy](#)

CSU [Student Conduct Process](#)

CSU [Student Activities Policy](#)

CSU [Collective Bargaining Agreements](#)

CSU [Law Enforcement Policies](#)

CSU [Emergency Operating Status Policy](#)

CSU [Emergency Management Policy](#)

XX. Endnotes

¹All capitalized terms are defined in the [Definitions](#) section.

All Revision Dates

4/23/2026, 11/20/2024, 8/15/2024

Attachments

[Campus Addendum Template.docx](#)

Approval Signatures

Step Description	Approver	Date
Chancellor	Mildred García: Chancellor of the CSU [SH]	4/23/2026
DVC	Dilcie Perez: Deputy VC, SEMSS [VS]	4/23/2026
Area Manager	Christina Cruz: Comm Spclst	4/21/2026
Owner	Dilcie Perez: Deputy VC, SEMSS [VS]	4/21/2026

PROOF OF SERVICE

I declare that I am a resident of or employed in the County of Sacramento,
State of California. I am over the age of 18 years. The name and address of my
Residence or business is California Faculty Association 1110 K Street, Sacramento, CA 95814

On October 1, 2026, I served the Unfair practice charge
(Date) (Description of document(s))

_____ in Case No. _____.
(Description of document(s) continued) PERB Case No., if known)

on the parties listed below by (check the applicable method(s)):

- ☒ placing a true copy thereof enclosed in a sealed envelope for collection and delivery by the United States Postal Service or private delivery service following ordinary business practices with postage or other costs prepaid;
- ☐ personal delivery;
- ☒ electronic service - I served a copy of the above-listed document(s) by transmitting via electronic mail (e-mail) or via e-PERB to the electronic service address(es) listed below on the date indicated. *(May be used only if the party being served has filed and served a notice consenting to electronic service or has electronically filed a document with the Board. See PERB Regulation 32140(b).)*

(Include here the name, address and/or e-mail address of the Respondent and/or any other parties served.)

Dawn Theodora, Interim EVC & General
Counsel
California State University
410 Golden Shore, 4th Floor
Long Beach, CA 90802
dtheodora@calstate.edu

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration was executed on 10/1/26,
(Date)
at Glendale CA.
(City) (State)

Bryan D. Justman

(Type or print name)


(Signature)