

The Board of Governors as Advocate – Recommendation I

The Board of Governors expects that the leadership at each university will operationalize the Board's commitment to open-minded and tolerant civil discourse by promoting, supporting, and regularly evaluating adherence to the principles set forth in the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings.

Describe the operationalization of the Board's commitment to the Statement of Free Expression and cultivation of a culture of civil discourse under the appropriate category (in progress or implemented). If "in progress," please add the anticipated implementation date.

In Progress

Implemented

Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse

In Spring 2022, New College of Florida created a Civil Discourse Initiative (CDI) committee, which was charged with developing the College's response to the Board's request. The committee consisted of the Interim Dean of Diversity, Equity and Inclusion; the Director of Academic Initiatives and Special Projects in the Office of the Provost; the Co-Directors of the Initiative on Diversity and Equity in Academics; the Assistant Director of Civic Engagement, the Associate Director of Student Success Program; the Associate Director for Transition and Family Programs; and a Faculty Representative. Due to a number of personnel changes the CDI committee is being re-constituted in Fall 2022 with a mix of new and returning personnel and additional student representation. The CDI committee has operationalized the Board's commitment to open-minded and tolerant civil discourse through the development of the Initiative on Respectful Discourse (IRD). Thus, many of the recommendations are in progress.

If "in progress," anticipated implementation date: Fall 2022

NEW COLLEGE OF FLORIDA BOARD OF GOVERNORS

SUBJECT: Proposed Plans for Implementing Civil Discourse Recommendations

PROPOSED BOARD ACTION

Approved proposed plans for New College of Florida to implement Civil Discourse in as per Recommendations from the State University System of Florida Board of Governors

BACKGROUND

At the January 2022 Board of Governors meeting, the Board approved recommendations from the Strategic Planning Committee relative to civil discourse. These recommendations are designed to ensure a climate of free expression and civil discourse on each university campus according to the principles set forth in the State University System Free Expression Statement and the Board of Governor's Civil Discourse Final Report.

For each recommendation from the Board of Governors, New College of Florida is to describe how the college plans to implement the recommendation. Plans must identify the key groups/individuals involved, critical milestones, and expected timeline for accomplishing each milestone. When implementing recommendations regarding the Board's Statement of Free Expression, the statement as it appears in Appendix A of the Board's report on civil discourse should be used at all times. All plans have been approved by university boards of trustees (BOT) prior to submission.

Supporting Documentation Attached:

- State University System Statement on Free Expression
- NCF Statement on Free Expression

Other Supporting Documentation:

Fla. Stat. 1004.097 Campus Free Expression Act

New College of Florida

Board of Governors' Civil Discourse Initiative Update – July 2022

**Recommendation 1:
Operationalize Board of Governors' Statement of Free Expression**

In Spring 2022, New College of Florida created a Civil Discourse Initiative (CDI) committee, which was charged with developing the College's response to the Board's request. The committee consisted of the Interim Dean of Diversity, Equity and Inclusion; the Director of Academic Initiatives and Special Projects in the Office of the Provost; the Co-Directors of the Initiative on Diversity and Equity in Academics; the Assistant Director of Civic Engagement, the Associate Director of Student Success Program; the Associate Director for Transition and Family Programs; and a Faculty Representative. Due to a number of personnel changes the CDI committee is being re-constituted in Fall 2022 with a mix of new and returning personnel and additional student representation. The CDI committee has operationalized the Board's commitment to open-minded and tolerant civil discourse through the development of the Initiative on Respectful Discourse (IRD). IRD will allow New College of Florida to create opportunities for the campus community to learn the principles set forth in the Board's Statement of Free Expression and develop a "culture of civil discourse." The IRD will also allow the college to regularly evaluate its progress on adhering to the Board's civil discourse principles in academic, administrative, extracurricular, and social interactions. The CDI committee used the Board's Statement of Free Expression to define respectful discourse and identify outcomes that we expect to achieve through this initiative.

Defining Respectful Discourse:

Respectful discourse is speech or expression that recognizes the dignity and humanity of all people involved as well as all members of our campus community. New College community members would not seek to discriminate, threaten, defame, punish, humiliate, or isolate each other even if a conversation, exchange, or expression produces discomfort. Instead, participants are looking to increase connection, develop a better understanding across divides, or develop greater reflexivity and awareness. Respectful discourse recognizes and accepts differences in a way that empowers and enables participants to listen and speak. Respectful discourse facilitates a greater awareness and thoughtful exchange of diverse perspectives, even if other members of our community may find ideas exchanged abhorrent or disagreeable. Ideas should be challenged within respectful discourse for that is part of the learning process.

Anticipated Outcomes:

The IRD will develop greater connection, both between different groups and within groups, through sharing of experience and perspectives; increased recognition of the dignity and humanity of different members of our community; greater understanding and awareness of diverse and different perspectives; more reflexivity about and awareness of impact of speech or expression; and a greater ability to communicate -- including teaching speaking, listening, questioning, and validation skills -- across difference and disagreement.

Recommendation 3:

The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse.

Within the 2022-2023 academic year, New College of Florida will bring the Board's Statement of Free Expression to the board of trustees, faculty senate, student government, and staff council for annual review and endorsement. Through the Office of General Counsel, the college will communicate to each of these bodies about the Initiative for Respectful Discourse so that the campus can continue to commit to the principles of civil discourse and find new ways to practice and internalize the principles of respectful discourse and free expression.

Recommendation 4:

The Board of Governors recommends that each board of trustees conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Beginning with the 2022-2023 academic year, the Board of Trustees will conduct a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors' Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Recommendation 6:

The Board of Governors recommends that university academic, student affairs, and administrative leaders review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Beginning in the Spring 2022 semester, academic, student affairs, and administrative leaders reviewed student orientation programming, the student code of conduct, and employee personnel policies to confirm that they contained clear and unambiguous support for the Board's Statement of Free Expression; the principles of free speech and civil discourse; and section 1004.097, Florida Statutes. The Student Code of Conduct contains clear and unambiguous support for the Board's Statement of Free Expression and 1004.097 Florida Statutes. The Student Code of Conduct also articulates support for free speech as well as respectful communication and respectful expression, which supports how the committee has operationalized the principles of civil discourse. During the Fall 2022 semester, the college's Dean of Diversity, Equity, and Inclusion, General Counsel, and Chief Human Resources Officer will also make sure that employee personnel policies and procedures are in compliance with the aforementioned principles, statements and statutes.

Recommendation 7:

Implement best practices that effectively promote and support civil discourse.

Best Practices 1: In 2019 New College of Florida adopted a Statement of Free Expression that highlights the importance of civil discourse, academic freedom, and free speech. This statement is on the college's "Values and Mission" page, making it available to the public and campus community. The New College Student Code of Conduct contains a clear and unambiguous endorsement of the Board of Governor's Statement of Free Expression. During Fall 2022 orientation, students watched a 10-minute video that introduced them to the Initiative on Respectful Discourse, and they completed a short assessment to gauge their level of understanding after the video.

Best Practices 2: During the Spring 2022 semester, the Civil Discourse Initiative (CDI) committee identified different programs taking place on campus, which consisted of a number of forums, dialogues, debates, and other events that exposed members of the college's community to a wide variety of issues and different viewpoints. For example, the Center for Career Engagement and Opportunity has developed a Certificate in Leadership program which invites corporate and business leaders to campus for guest speaking engagements. The NCF Office of General Counsel organizes Moot Court, which is a method of teaching law and legal skills that requires students to analyze and argue both sides of a hypothetical legal issue. The 2022 Moot Court program featured The Honorable Adam S. Tanenbaum, First District Court of Appeal, and New College of Florida Trustee Garin C. Hoover. Starting with the 2022-2023 academic year, New College of Florida has developed a new debate series organized through the Provost Office by Dr. Frank Alcock, Director of Academic Initiatives and Special Projects called New College "Bayfront" Dialogues. The Bayfront Dialogues model is informed by the Breezeway Dialogues model at Florida Atlantic University and Tiger Bay Club models from around the state.

Best Practices 3: In the College's regulations, 3-4022: Equal Education and Opportunity clearly states the college's commitment to creating an educational and work environment free from discrimination, which includes race and ethnicity. The college also has a regulation, 3-4027: Discrimination/Harassment, that prohibits discrimination based on race and ethnicity and outlines the procedure for investigating incidents that arise. Additionally, 6-3005-the New College of Florida Student Code of Conduct has a number of provisions that prohibit exclusion from programming, academic activities, and facilities based on race and ethnicity. The Director of Community Education and Standards, will make any additional updates to the Student Code of Conduct.

Best Practices 4: The college's Dean of Diversity, Equity, and Inclusion and General Counsel will lead efforts to develop clear, viewpoint-neutral policies and procedures that can govern the invitation and accommodation of campus speakers during the 2022-2023 academic year.

Best Practices 5: The Civil Discourse Initiative (CDI) committee will lead the college's efforts to provide targeted educational and professional development opportunities through the development of an intergroup dialogue program as a core part of the Initiative on Respectful Discourse during the 2022-2023 academic year. Intergroup dialogue brings people with different perspectives together in order to promote a mutual understanding of each other's ideas, build trust, and develop the disposition and skills to communicate and foster respectful relationships across divides.

Best Practices 6: The Initiative on Diversity and Equity in Academics (IDEA) co-directors will conduct research during the 2022-2023 academic year on the college's Diverse Perspectives requirement in order to evaluate its effectiveness and understand how to best support faculty in providing opportunities for students to learn about diverse perspectives. The Dean of Diversity, Equity, and Inclusion; Provost; General Counsel; and Co-Directors of IDEA will develop training for faculty members on diversity in the classroom during the 2022-2023 academic year.

State University System of Florida Statement on Free Expression

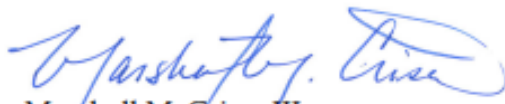
The State University System of Florida and its twelve public postsecondary institutions adopt this Statement on Free Expression to support and encourage full and open discourse and the robust exchange of ideas and perspectives on our respective campuses. The principles of freedom of speech and freedom of expression in the United States and Florida Constitutions, in addition to being legal rights, are an integral part of our three-part university mission to deliver a high quality academic experience for our students, engage in meaningful and productive research, and provide valuable public service for the benefit of our local communities and the state. The purpose of this Statement is to affirm our dedication to these principles and to seek our campus communities' commitment to maintaining our campuses as places where the open exchange of knowledge and ideas furthers our mission.

A fundamental purpose of an institution of higher education is to provide a learning environment where divergent ideas, opinions and philosophies, new and old, can be rigorously debated and critically evaluated. Through this process, often referred to as the marketplace of ideas, individuals are free to express any ideas and opinions they wish, even if others may disagree with them or find those ideas and opinions to be offensive or otherwise antithetical to their own world view. The very process of debating divergent ideas and challenging others' opinions develops the intellectual skills necessary to respectfully argue through civil discourse. Development of such skills leads to personal and scholarly growth and is an essential component of the academic and research missions of each of our institutions.

It is equally important not to stifle the dissemination of any ideas, even if other members of our community may find those ideas abhorrent. Individuals wishing to express ideas with which others may disagree must be free to do so, without fear of being bullied, threatened or silenced. This does not mean that such ideas should go unchallenged, as that is part of the learning process. And though we believe all members of our campus communities have a role to play in promoting civility and mutual respect in that type of discourse, we must not let concerns over civility or respect be used as a reason to silence expression. We should empower and enable one another to speak and listen, rather than interfere with or silence the open expression of ideas.

Each member of our campus communities must also recognize that institutions may restrict expression that is unlawful, such as true threats or defamation. Because universities and colleges are first and foremost places where people go to engage in scholarly endeavors, it is necessary to the efficient and effective operations of each institution for there to be reasonable limitations on the time, place, and manner in which these rights are exercised. Each institution has adopted regulations that align with Florida's *Campus Free Expression Act*, section 1004.097, Florida Statutes, and with the United States and Florida Constitutions and the legal opinions interpreting those provisions. These limitations are narrowly drawn and content-neutral and serve to ensure that all members of our campus communities have an equal ability to express their ideas and opinions, while preserving campus order and security.

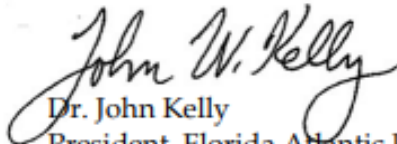
The undersigned do hereby adopt this Statement on Free Expression:



Marshall M. Criser III
Chancellor, State University System



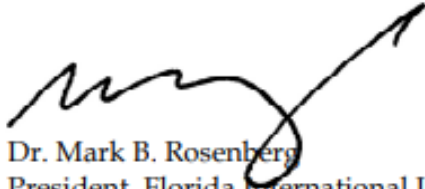
Dr. Larry Robinson
President, Florida A&M University



Dr. John Kelly
President, Florida Atlantic University



Dr. Mike Martin
President, Florida Gulf Coast University



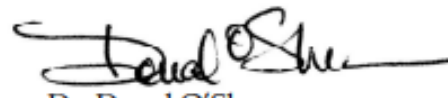
Dr. Mark B. Rosenberg
President, Florida International University



Dr. Randy Avent
President, Florida Polytechnic University



Mr. John Thrasher
President, Florida State University



Dr. Donal O'Shea
President, New College of Florida



Dr. Thad Seymour
President, University of Central Florida



Dr. Kent Fuchs
President, University of Florida



Dr. David Szymanski
President, University of North Florida



Dr. Judy Genshaft
President, University of South Florida



Dr. Martha D. Saunders
President, University of West Florida

New College of Florida Statement on Free Expression

As the designated Honors College for the State University System of Florida, New College of Florida strives to provide an undergraduate education of the highest caliber to leading students from Florida, around the country and beyond. The College has an enduring history of preparing intellectually curious students for lives of great achievement. New College of Florida adopts this Statement on Free Expression to support and encourage full and open discourse and the robust exchange of ideas and perspectives on our campus. The principles of freedom of speech and freedom of expression in the United States and Florida Constitutions, in addition to being legal rights, are an integral part of the mission of New College. We deliver a liberal arts education of the highest quality in the context of a small, residential public honors college. Our distinctive academic program develops the student's intellectual and personal potential as fully as possible, encourages the discovery of new knowledge and values, provides opportunities to acquire established knowledge and values and fosters the individual's effective relationship with society. The purpose of this Statement is to document our dedication to these principles and to seek the commitment of the entire New College community to maintain our campus as a place where the open exchange of knowledge and ideas furthers our mission.

A fundamental purpose of an institution of higher education is to provide a learning environment where divergent ideas, opinions and philosophies, new and old, can be rigorously debated and critically evaluated. Through this process, often referred to as the marketplace of ideas, individuals are free to express any ideas and opinions they wish, even if others may disagree with them or find those ideas and opinions to be offensive or otherwise antithetical to their own world view. The very process of debating divergent ideas and challenging others' opinions develops the intellectual skills necessary to respectfully argue through civil discourse. Development of such skills lead to personal and scholarly growth and are an essential component of the academic and research missions of each of our institutions.

It is equally important not to stifle the dissemination of any idea, even if other members of our community may find those ideas abhorrent. Individuals wishing to express ideas with which others may disagree must be free to do so, without fear of being bullied, threatened or silenced. This does not mean that such ideas should go unchallenged, as that is part of the learning process. We should empower and enable one another to speak and listen, rather than interfere with or silence the open expression of ideas.

Each member of our campus community must also recognize that the institution may restrict expression that is unlawful, such as discrimination, true threats, or defamation. Also, reasonable limitations may be placed on the exercise of free speech and freedom of expression. Because New College of Florida is, first and foremost, a place where people go to engage in scholarly endeavors, it is necessary to the efficient and effective operation of New College for there to be reasonable limitations on the time, place, and manner in which these rights are exercised in accordance with Florida's *Campus Free Expression Act*,

section 1004.097, Florida Statutes, and with the United States and Florida Constitutions and the legal opinions interpreting those provisions. These limitations are narrowly drawn and content-neutral and serve to ensure that all members of our campus community have an equal ability to express their ideas and opinions, while preserving campus order and security. *See also*, NCF Regulation 6-3005 (1).

The undersigned do hereby adopt this Statement on Free Expression:

Board of Trustees New College of Florida

By: _____ By: _____ Felice Schulaner, Chair
Donal O'Shea, President

Authority: Article IX, Sec. 7, Fla. Constitution; Florida Statutes, Sec. 1004.097; Fla. Board of Governors Regulation 1.001; NCF Regulation 2-1001; State University System of Florida Statement on Free Expression.

University Planning – Recommendation II

The Board of Governors recommends that each university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. The Board of Governors will include similar statements and principles in its Strategic Plan for the State University System.

Use the drop-down arrows in columns A and B to indicate if the university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. If "in progress," please add the anticipated completion date.

Accountability Plan

Strategic Plan

Completed

If "in progress," anticipated completion date:

In Progress

If "in progress," anticipated completion date: 2024 or 2025 (when NCF develops its next Strategic Plan)

University Leadership – Recommendation III

The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse. NOTE: The first review should be completed during the 2022-2023 academic year.

Use the drop-down arrows in columns B, C, and D to indicate if the university board of trustees, faculty senate, and student government are in progress or have completed the review and endorsement of the Board's Statement of Free Expression and committed to the principles of civil discourse. If "in progress," please add the anticipated completion date.

Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse

University Board of Trustees	Faculty Senate	Student Government
Completed If "in progress," anticipated completion date:	In Progress If "in progress," anticipated completion date: May 2023	In Progress If "in progress," anticipated completion date: May 2023

University Leadership – Recommendation IV

*The Board of Governors recommends that each **board of trustees** conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.*

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for consistency with the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:
Student codes of conduct	In Progress If "in progress," anticipated completion date: June 2023	In Progress If "in progress," anticipated completion date: June 2023	In Progress If "in progress," anticipated completion date: June 2023
Employee personnel policies and procedures	In Progress If "in progress," anticipated completion date: June 2023	In Progress If "in progress," anticipated completion date: June 2023	In Progress If "in progress," anticipated completion date: June 2023

Academic, Student, and Administrative Affairs – Recommendation VI

The Board of Governors recommends that **university academic, student affairs, and administrative leaders** review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for support for the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

Review by Academic Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:
Student codes of conduct	In Progress If "in progress," anticipated completion date: May 202	In Progress If "in progress," anticipated completion date: May 2	In Progress If "in progress," anticipated completion date: May 2023
Employee personnel policies and procedures	In Progress If "in progress," anticipated completion date: May 202	In Progress If "in progress," anticipated completion date: May 2	In Progress If "in progress," anticipated completion date: May 2023

Review by Student Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:
Student codes of conduct	In Progress If "in progress," anticipated completion date: May 202	In Progress If "in progress," anticipated completion date: May 2	In Progress If "in progress," anticipated completion date: May 2023
Employee personnel policies and procedures	In Progress If "in progress," anticipated completion date: May 202	In Progress If "in progress," anticipated completion date: May 2	In Progress If "in progress," anticipated completion date: May 2023

Review by Administrative Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:
Student codes of conduct	In Progress If "in progress," anticipated completion date: May 202	In Progress If "in progress," anticipated completion date: May 2	In Progress If "in progress," anticipated completion date: May 2023
Employee personnel policies and procedures	In Progress	In Progress	In Progress

If "in progress," anticipated completion date: May 202 If "in progress," anticipated completion date: May 2 If "in progress," anticipated completion date: May 2023

Best Practices for Civil Discourse – Recommendation VII

The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.

Describe the best practices the university has implemented or is in the process of implementing. If "in progress," please add the anticipated implementation date.

1. Instill the importance of civil discourse, academic freedom, and free speech from day one, utilizing student and employee orientation sessions, public assemblies, and official university documents and communications.

In Progress/on-going

If "in progress," anticipated implementation date:

In Progress

Implemented

In 2019 New College of Florida adopted a Statement of Free Expression that highlights the importance of civil discourse, academic freedom, and free speech. This statement is on the college's "Values and Mission" page, making it available to the public and campus community. The New College Student Code of Conduct contains a clear and unambiguous endorsement of the Board of Governor's Statement of Free Expression. During Fall 2022 orientation, students watched a 10-minute video that introduced them to the Initiative on Respectful Discourse, and they completed a short assessment to gauge their level of understanding after the video.

2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.

In progress since this is an ongoing initiative
**If "in progress," anticipated implementation date:
Spring 2022**

During the Spring 2022 semester, the Civil Discourse Initiative (CDI) committee identified different programs taking place on campus, which consisted of a number of forums, dialogues, debates, and other events that exposed members of the college's community to a wide variety of issues and different viewpoints. For example, the Center for Career Engagement and Opportunity has developed a Certificate in Leadership program which invites corporate and business leaders to campus for guest speaking engagements. The NCF Office of General Counsel organizes Moot Court, which is a method of teaching law and legal skills that requires students to analyze and argue both sides of a hypothetical legal issue. The 2022 Moot Court program featured The Honorable Adam S. Tanenbaum, First District Court of Appeal, and New College of Florida Trustee Garin C. Hoover. Starting with the 2022-2023 academic year, New College of Florida has developed a new debate series organized through the Provost Office by Dr. Frank Alcock, Director of Academic Initiatives and Special Projects called New College "Bayfront" Dialogues. The Bayfront Dialogues model is informed by the Breezeway Dialogues model at Florida Atlantic University and Tiger Bay Club models from around the state.

3. Foster intellectual diversity by encouraging university leadership to: (1) promote viewpoint diversity and open-minded discussion and debate, and (2) highlight and enforce policies that prohibit programming that excludes participation based on race or ethnicity.

In Progress
If "in progress," anticipated implementation date:

In the College's regulations, 3-4022: Equal Education and Opportunity clearly states the college's commitment to creating an educational and work environment free from discrimination, which includes race and ethnicity. The college also has a regulation, 3-4027: Discrimination/Harassment, that prohibits discrimination based on race and ethnicity and outlines the procedure for investigating incidents that arise. Additionally, 6-3005-the New College of Florida Student Code of Conduct has a number of provisions that prohibit exclusion from programming, academic activities, and facilities based on race and ethnicity. The Director of Community Education and Standards, will make any additional updates to the Student Code of Conduct.

4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.

In progress: The college's Dean of Diversity, Equity, and Inclusion and General Counsel will lead efforts to develop clear, viewpoint-neutral policies and procedures that can govern the invitation and accommodation of campus speakers during the 2022-2023 academic year.

**If "in progress," anticipated implementation date:
May 2023**

5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.

In progress: The Civil Discourse Initiative (CDI) committee will lead the college's efforts to provide targeted educational and professional development opportunities through the development of an intergroup dialogue program as a core part of the Initiative on Respectful Discourse during the 2022-2023 academic year. Intergroup dialogue brings people with different perspectives together in order to promote a mutual understanding of each other's ideas, build trust, and develop the disposition and skills to communicate and foster respectful relationships across divides.

**If "in progress," anticipated implementation date:
May 2023**

6. Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and create processes to evaluate the strength of such environments.

In progress: The Initiative on Diversity and Equity in Academics (IDEA) co-directors will conduct research during the 2022-2023 academic year on the college's Diverse Perspectives requirement in order to evaluate its effectiveness and understand how to best support faculty in providing opportunities for students to learn about diverse perspectives. The Dean of Diversity, Equity, and Inclusion; Provost; General Counsel; and Co-Directors of IDEA will develop training for faculty members on diversity in the classroom during the 2022-2023 academic year.

**If "in progress," anticipated implementation date:
May 2023**