



## **UNIVERSITY OF NORTH FLORIDA'S CIVIL DISCOURSE INITIATIVE PLAN – OCTOBER 2022**

**\*Approved by University of North Florida Board of Trustees on September 22, 2022**

The Florida Board of Governors (BOG) issued its Civil Discourse Final Report outlining recommended best practices for the State University System institutions regarding their continued commitment to promoting open-minded, tolerant, and respectful discourse on campus. The following plan outlines UNF's new and ongoing efforts to promote the ideals of the BOG Statement of Free Expression and implement the BOG's Civil Discourse Final Report recommendations.

**Recommendation 1: Leadership at each university will operationalize the Board's commitment to openminded 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.**

The University of North Florida has a rich tradition of promoting and encouraging civil discourse among our diverse community. UNF was proud to endorse the State University System's Statement of Free Expression. UNF's president shared, "As an institution of higher learning, it is not only our right but our responsibility to embrace free expression and open dialogue to promote greater understanding, and I want to ensure that this is always the norm at UNF."<sup>1</sup>

In response to the BOG's Civil Discourse Final Report, UNF leadership formed a workgroup to ensure our campus's ongoing commitment to civil discourse and meeting the BOG recommendations. The workgroup includes leadership and representatives from across the UNF campus, including:

Associate Vice President and Chief Compliance Officer; Associate General Counsel; Dean of Students; Director of Inclusive Excellence; Director of Faculty Excellence; Executive Director of OneJax; Associate Vice President for Enrollment Services; Associate Vice President for Student Engagement and International Affairs; Student Government President; Florida Blue Distinguished Professor and Director of the Florida Blue Center for Ethics; Associate Director of New Student Orientation; Director of Osprey Life and Productions; Vice President and Chief Diversity Officer; Faculty Association President; Faculty Fellow for Intellectual Diversity and Academic Freedom; Associate Vice President of Faculty Excellence and Academic Engagement; Associate Director of Employee and Labor Relations; Student Government Manager; Director of Professional Development and Training; Student Government Director; Student Government Assistant Director; Provost and Vice President of Academic and Student Affairs; Associate Provost for Faculty and Research; Program Assistant for Academic and Student Affairs; Assistant Director of Resolution and Engagement; Interim Vice President of Marketing and Communications; Faculty Fellow for Civil Discourse.

The workgroup was tasked with evaluating UNF's climate of civil discourse, operationalizing the BOG's recommendations and developing additional student, faculty, and staff opportunities to learn about and participate in a campus culture of open and free expression. The workgroup met multiple times starting in Spring 2022 and will continue meeting to ensure UNF is implementing both the BOG recommendations and fulfilling its own commitment to the principles of open and free expression. In a note to the workgroup, the President shared his desire for UNF "to become

---

<sup>1</sup> Message to UNF Community from President Limayem, Sept. 12, 2022.

well known as the safe place in our community where critical conversations and important forums occur in a civil and respectful environment.” He asked for the workgroup’s continued involvement to monitor the plan and track progress.

**Recommendation 3: 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.**

The Board of Governors’ (BOG) Statement of Free Expression was reviewed and unanimously endorsed by the University of North Florida Board of Trustees (BOT) at the BOT’s April 27, 2022, quarterly meeting. The BOT will annually review and endorse the BOG’s Statement of Free Expression.

UNF’s Faculty Association<sup>2</sup> presented and endorsed the BOG’s Statement of Free Expression, introduced by the Faculty Fellow for Intellectual Diversity and Academic Freedom at the first Faculty Association meeting of the Fall 2022 semester on Sept. 1. The Association plans to review and endorse the Statement of Free Expression annually at its Fall meeting.

After reviewing the BOG’s Statement of Free Expression, UNF Student Government (SG) developed a Joint Resolution to demonstrate a unified approach to endorsing the BOG Statement of Free Expression. The joint resolution was unanimously approved at the first Fall 2022 SG Senate meeting on Sept. 9, 2022. UNF SG’s professional staff will ensure that the Statement of Free Expression is annually reviewed and endorsed at the start of each Fall semester.

**Recommendation 4: 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.**

A sub-group of UNF’s civil discourse workgroup met in Spring 2022 to review student orientation programs, employee and faculty orientation programs, student code of conduct, and all relevant UNF policies, regulations, and procedures. Reviewing members included the Associate Vice President and Chief Compliance and Ethics Officer, Assistant Vice President for Human Resources, Senior Associate General Counsel, Associate General Counsel, and Dean of Students.

In response to the BOG recommendations and the workgroup’s review of student orientation programs, the Dean of Students, working with UNF Enrollment Services staff, has reserved a portion of their 1-hour student orientation session for “Intro to Civil Discourse.” New Student Orientation began on May 19<sup>th</sup> and 28 presentations were offered to incoming students. The Dean of Students session was designed to promote UNF’s expectation and commitment to civil discourse as well as provide foundational knowledge of the topic and opportunities for student engagement. Excerpts from the Statement of Free Expression are included in our student orientation program with interactive portions of the presentation to encourage student engagement. "Intro to Civil Discourse" will be given at all future new student orientations.

Additionally, the newly designated Faculty Fellow for Civil Discourse will provide a presentation to incoming first-year students on the importance of civil discourse. This faculty presentation will take place at UNF’s “Flight School,” a first-year student onboarding program.

In response to BOG recommendations and the workgroup’s review of employee orientation programs, the Office of Human Resources modified the New Employee Orientation (NEO) program to include a section highlighting the University’s commitment and expectations related to the BOG’s Statement of Free Expression and explore the principles of civil discourse. NEO is a full-day program held bi-weekly for all incoming staff. Academic and Student Affairs’ New Faculty Orientation, held each August, has also added a section in the program related to civil discourse and free expression principles. Employee orientation changes took effect on May 30, 2022.

The workgroup’s review of UNF’s Student Code of Conduct and other relevant student/employee policies, regulations and procedures confirmed the relevant items were consistent with the BOG’s Statement of Free Expression, 1004.097,

---

<sup>2</sup> UNF’s Faculty Association is our version of a Faculty Senate.

Florida Statutes, and civil discourse principles generally. Minor changes were identified in certain materials to ensure unambiguous support of the principles of civil discourse and free expression.

Identified changes to policies and regulations will be made during Fall 2022, approved through UNF's policy and regulation process, and reviewed and approved by the UNF BOT. Additionally, civil discourse workgroup members will review with the UNF BOT changes to new student and employee orientation programs. The BOT's review will take place at a Fall 2022 BOT meeting.

**Recommendation 6: 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.**

See recommendation 4 above.

**Recommendation 7: Implement best practices that effectively promote and support civil discourse.**

- **Best Practice 1 - Instill the importance of civil discourse, academic freedom, and free speech from day one:**
  - o See Recommendations 4 and 6 regarding student and employee orientations.
  - o Starting Fall 2022, ENC 1101, a freshman-level writing course, will incorporate a civil discourse model.
  - o First Year Friday's, three additional voluntary new student programming sessions were scheduled and hosted by the Dean of Students Office with a more detailed review of civil discourse.
- **Best Practice 2 - Schedule and host ongoing, campus-wide forums, dialogues, and debates:**
  - o UNF hosts an ongoing discussion series "Difficult Conversations," open to all members of the UNF community. Topics range from "Challenges of Free Speech and Academic Freedom in the Classroom" to "Teaching in a Politically Divisive Climate." The next discussion is scheduled for Fall 2022.
  - o UNF will continue to host Constitution Week each Fall with topics such as free speech, protest and privacy, intellectually diverse slates of speakers/panelists and opportunities for student input and Q&A.
  - o UNF's Thomas G. Carpenter Library Political Science and Public Administration Department will continue to host the monthly "Popcorn & Politics" series including political debate watch parties, Oxford-style debates, and speakers' series with judges, politicians, scholars, and advocacy groups.
  - o UNF will continue to host "Let's Talk About..." a conversation series to openly discuss subjects surrounding systemic issues and/or national incidents directly impacting the UNF community. Past topics include "Party Allegiance and Voting," "Immigration in America," and "Free Speech vs. Hate Speech." Two sessions are generally scheduled each semester and are open to all.
  - o The Dean of Students' Resolution & Engagement team hosts weekly Alternative Dispute Resolution Walk-in Hours with staff trained in conflict resolution and communication-style techniques.
  - o On Oct. 25, 2022, UNF Student Government will host a Senatorial Debate for the Fall 2022 UNF Student Government Election, moderated by UNF's Faculty Fellow for Intellectual Diversity and Academic Freedom. The debate will be open to the UNF community.
- **Best Practice 3 - Foster intellectual diversity:**
  - o See Recommendations 1, 4, and 6 regarding regulation/policy review and leadership statements.
  - o Registered student organizations and employee groups are open to all.
- **Best Practice 4 - Avoid disinventions:**
  - o Our facilities use agreement and policies are clear that UNF facilities are open to all on a first-come-first-serve basis without consideration of a speaker's viewpoint. We are unaware of disinventions of a speaker based on viewpoint considerations. The Office of the General Counsel's webpage hosts FAQs highlighting the First Amendment, Use of UNF facilities, and Political Activity on Campus.
- **Best Practice 5 - Provide targeted educational and professional development opportunities:**
  - o In addition to employee orientations, UNF's Center for Professional Development and Training is reviewing the offerings in our employee learning management system (LMS) for professional

development related to free expression and open-minded debate. Expected to announce available offerings in Spring 2023.

- A communication-style social norming campaign began with the start of the Fall 2022 semester, focused on students engaging with their own communication style through an assessment-based quiz and learning how to best approach future conversations. As of Sept. 2, 107 students participated in the campaign. The campaign will continue throughout the academic year.
- The Dean of Students Office conducted outreach to all registered student organizations at the start of the Fall 2022 semester to (1) educate the groups about conflict resolution services, (2) offer opportunities to facilitate training or programming based on their interests or needs, and (3) generally build communication, leadership and team-building skills. Outreach will continue each semester.
- **Best Practice 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:**
  - The Office of Faculty Excellence (OFE) supports the professional growth of faculty and builds a welcoming campus community that inspires leadership, excellence in teaching and scholarship, and a healthy work life balance. OFE's initiatives include instructional design, syllabi assistance, course review and evaluation, mentoring programs, and a New Faculty Academy.
  - Additionally, OFE hosts a Faculty Fellows program. Recent fellows include the Faculty Fellow for Intellectual Diversity and Academic Freedom and Faculty Fellow for Civil Discourse.
  - OFE Fellows have hosted multiple faculty development workshops including "Creating a Classroom Environment for Civil Discourse" and "Getting a Lay of the Political Land - Current Events for the Classroom."

**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**

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

In Spring 2022, with support from then Interim President Chally, UNF formed a Civil Discourse Workgroup to evaluate UNF's climate of civil discourse and operationalize the BOG's recommendations. The workgroup was comprised of administrative, faculty, and student leadership from across UNF. At the behest of President Limayem, the workgroup will continue its work to ensure UNF continues to meet its commitment to civil discourse and implementation of BOG recommendations.

**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:**

UNF's Accountability Plan was reviewed and approved by the Board of Trustees on April 27, 2022. UNF's Accountability Plan included an endorsement of the Statement of Free Expression as well as a clear expectation of open-minded and tolerant civil discourse throughout our campus community. UNF's Accountability Plan was submitted to the BOG on May 2, 2022.

In Progress

**If "in progress," anticipated completion date: No later than Fall 2023**

Working with the University Board of Trustees and University stakeholders, UNF will begin the process of reviewing and updating the University Strategic Plan this Fall 2022. The Strategic Plan update will include an endorsement of the Statement of Free Expression and a clear expectation for open-minded and tolerant civil discourse throughout our campus community. We anticipate completion of the update to the UNF Strategic Plan no later than Fall 2023.

**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.

	University Board of Trustees	Faculty Senate	Student Government
<b>Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse</b>	<p>In Progress  <b>If "in progress," anticipated completion date: At a Spring 2023 Board of Trustees meeting</b></p> <p>UNF Board of Trustees reviewed and unanimously endorsed the BOG Statement of Free Expression at a quarterly meeting on April 27, 2022. UNF BOT will annually review and endorse the Statement of Free Expression. The next annual review and endorsement will occur in Spring 2023.</p>	<p>Completed  <b>If "in progress," anticipated completion date:</b></p> <p>UNF's Faculty Association presented and endorsed the BOG's Statement of Free Expression, introduced by the Faculty Fellow for Intellectual Diversity and Academic Freedom at the first Faculty Association meeting of the Fall 2022 semester on Sept. 1. The Association plans to review and endorse the Statement of Free Expression annually at its Fall meeting.</p>	<p>Completed  <b>If "in progress," anticipated completion date:</b></p> <p>After reviewing the BOG's Statement of Free Expression, UNF Student Government (SG) developed a Joint Resolution to demonstrate a unified approach to endorsing the BOG Statement of Free Expression. The joint resolution was unanimously approved at the first Fall 2022 SG Senate meeting on Sept. 9, 2022. UNF SG's professional staff will ensure that the Statement of Free Expression is annually reviewed and endorsed at the start of each Fall semester.</p>

**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.

	<b>Board's Statement of Free Expression</b>	<b>Principles of Free Speech &amp; Civil Discourse</b>	<b>section 1004.097, Florida Statutes</b>
<b>Student orientation programming</b>	<p>In Progress</p> <p><b>Anticipated completion date: By the end of the 2022 calendar year.</b></p> <p>response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement. The Dean of Students plans to review student orientation programming with the UNF Board of Trustees by the end of the 2022 calendar year.</p>	<p>In Progress</p>	<p>In Progress</p> <p style="text-align: right;">In</p>
<b>Student codes of conduct</b>	<p>In Progress</p> <p><b>Anticipated completion date: By the end of 2022 calendar year.</b></p> <p>A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally. The workgroup plans to review the student code of conduct with the UNF Board of Trustees by the end of the 2022 calendar year.</p>	<p>In Progress</p>	<p>In Progress</p>
<b>Employee personnel policies and procedures</b>	<p>In Progress</p> <p><b>Anticipated completion date: By the end of 2022 calendar year.</b></p> <p>A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally. The workgroup plans to review the employee personnel policies and procedures with the UNF Board of Trustees by the end of the 2022 calendar year.</p>	<p>In Progress</p>	<p>In Progress</p>



**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
<b>Student orientation programming</b>	Completed In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement.	Completed	Completed
<b>Student codes of conduct</b>	Completed A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.	Completed	Completed
<b>Employee personnel policies and procedures</b>	Completed A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.	Completed	Completed

Review by Student Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	Completed In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement.	Completed	Completed
<b>Student codes of conduct</b>	Completed A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.	Completed	Completed
<b>Employee personnel policies and procedures</b>	Completed A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.	Completed	Completed

Review by Administrative Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
<b>Student orientation programming</b>	Completed In response to the BOG recommendations and the workgroup's review of student orientation programs, the Dean of Students, in conjunction with UNF enrollment services professionals, reserved a portion of their 1-hour long student orientation session for "Intro to Civil Discourse." The updated New Student Orientation began on May 19th and 28 total presentations were offered to incoming students. The Dean of Students' session was designed to encourage and promote UNF's commitment to and expectation of civil discourse, provide foundational knowledge of the topic, and provide opportunities for student engagement. Excerpts from the BOG's Statement of Free Expression are included in our student orientation program along with interactive portions of the presentation to encourage new student engagement.	Completed	Completed

**Student codes of conduct**

Completed

Completed

Completed

A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.

**Employee personnel policies and procedures**

Completed

Completed

Completed

A workgroup comprised of members of the Office of the General Counsel, Compliance Officer, Assistant Vice President of Human Resources and Dean of Students reviewed the UNF Student Code of Conduct and other relevant student/employee policies, regulations and procedures. The group confirmed the relevant items were consistent with the BOG's Statement of Free Expression, 1004.097, Florida Statutes, and civil discourse principles generally.

**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	Implemented
	<ul style="list-style-type: none"> <li>- Effective May 2022, UNF new student, employee, and faculty orientation sessions were updated to highlight the importance of civil discourse and UNF's commitment to open and free expression.</li> <li>- Starting with the Fall 2022 semester, ENC1101, a freshman-level writing course, incorporates a civil discourse model and readings.</li> <li>- The Dean of Students Office participated in First Year Friday's with three additional voluntary new student programming sessions which included a more detailed review of civil discourse.</li> </ul>

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

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

	<ul style="list-style-type: none"> <li>- Ongoing discussion series "Difficult Conversations" and "Let's Talk About It..."</li> <li>- Monthly "Popcorn &amp; Politics" series including debates and speaker series.</li> <li>- Student Government will host Senatorial Debates on October 25, 2022</li> <li>-The Resolution and Engagement team within the Dean of Students Office hosts weekly Alternative Dispute Resolution Walk-in hours for the UNF Campus Community to process difficult situations or seek advice from staff trained in conflict resolution and communication style techniques.</li> </ul>
--	--

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

**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.**

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

- Existing UNF Regulations 1.0040R, Non-Discrimination, Equal Opportunity, and Diversity Regulation, and 5.0010R, Student Conduct Code clearly state UNF's commitment to an educational and work environment free from discrimination, including based on race or ethnicity.  
- Registered student organizations and employee groups are open to all persons without regard to race or ethnicity.

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

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

UNF's facilities use agreement and policies are clear that UNF facilities are open to all on a first-come-first-serve basis without consideration of a speaker's viewpoint. UNF is unaware of any instances of disinvitations of a speaker based on viewpoint considerations. The Office of the General Counsel's webpage hosts FAQs highlighting the First Amendment, Use of UNF facilities, and Political Activity on Campus.

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

In addition to employee orientation sessions, UNF's Center for Professional Development and Training is currently reviewing the available offerings in our employee learning management system (LMS) for professional development opportunities related to free expression and open-minded debate. **In Progress/Ongoing. Expected to announce available offerings in Spring 2023.**

**In Progress and on-going. Anticipated completion date Spring 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.**

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

- The Office of Faculty Excellence (OFE) supports the professional growth of faculty and builds a welcoming campus community that inspires leadership, excellence in teaching and scholarship, and a healthy work life balance. OFE's initiatives include instructional design, syllabi assistance, course review and evaluation, mentoring programs, and a New Faculty Academy.

- Additionally, OFE hosts a Faculty Fellows program. Recent fellows include the Faculty Fellow for Intellectual Diversity and Academic Freedom and Faculty Fellow for Civil Discourse.

- OFE Fellows have hosted multiple faculty development workshops including "Creating a Classroom Environment for Civil Discourse" and "Getting a Lay of the Political Land - Current Events for the Classroom."