

## **Freedom of Expression**

1. Regent University School of Law is a private Christian institution that values sharing knowledge, the search for truth, and students' social, intellectual, and spiritual development. Above all, the School of Law is committed to promoting virtues that glorify our Lord and Savior, Jesus Christ. Effective legal education and the development of the law require the free, robust, and uninhibited sharing of ideas reflecting a wide range of viewpoints. Becoming an effective advocate or counselor requires learning how to conduct candid and civil discourse in respectful disagreement with others while advancing reasoned and evidence-based arguments. The expression of differing viewpoints is commonplace in academia; however, the expression of differing viewpoints must be conducted with intellectual integrity and in an orderly and peaceful manner. The School of Law holds the right of expression as necessary as the right of inquiry and that both must be preserved as essential to the pursuit and dissemination of knowledge and truth. Notwithstanding any University policy to the contrary, this right of expression allows School of Law faculty, students, and staff, as well as invited speakers to the School of Law, to communicate ideas that may be controversial or unpopular, except that speech of employees in non-faculty roles (e.g., staff, administrators) may not be protected when they are speaking within the scope of their official duties, consistent with applicable First Amendment law.
2. This policy does not create any contractual right, and nothing in this policy shall be construed as a waiver of the School of Law's rights under the United States or Virginia Constitution.
3. The School of Law specifically reserves the right to reasonably restrict the time, place, and manner of expression and to restrict expression that is contrary to its religious mission in accordance with the protection of the United States or Virginia Constitution.
4. The School of Law reserves the right to restrict expression that jeopardizes the tax-exempt status of the School of Law or the University, such as partisan political activity, and adopts and incorporates by reference the University policies and procedures in the Regent University Employee Handbook and Regent University Student Handbook regulating such expression.
5. School of Law faculty, students, and staff engaging in expression that violates this policy are subject to discipline in accordance with the conduct disciplinary and procedures outlined in the Regent University Employee Handbook or the Regent University Student Handbook, as applicable. Invited speakers and other individuals not affiliated with the School of Law who participate in law school functions, events, or activities, or who otherwise engage in expressive activities at the School of Law are expected to follow this policy, and the School of Law reserves the right to remove any individual who violates this policy from the School of Law or from the University Campus.

6. The following expression is expressly prohibited:

- a. Expression that prevents, substantially disrupts, or interferes with law school functions or approved activities, including, but not limited to, classes, meetings, library services, interviews, ceremonies, chapel services, student events, competitions, and public events;
- b. Expression that violates the law, is defamatory, is threatening or harassing, is physically coercive or intimidating, that unjustifiably invades substantial privacy or confidentiality interests, or that otherwise is unprotected by the law; and
- c. Expression that jeopardizes the tax-exempt status of the School of Law or the University, as more fully described in the Regent University Employee Handbook and Regent University Student Handbook.