DEMONSTRATIONS & PROTESTS TAKING PLACE ON UNIVERSITY PREMISES OR GROUNDS

PRINCIPLES, ADVICE AND HEALTH & SAFETY PROTOCOLS

1 PRINCIPLES

i) At all times the health and safety of students, staff, visitors and members of the community is paramount.

ii) MMU has a fundamental commitment to the freedom of speech of its students and staff, and respects the right to advocate controversial views and/or express unpopular opinions.

iii) MMU respects and defends freedom of expression and advocacy of any lawful idea, opinion or argument.

iv) While individuals and groups within MMU are empowered and encouraged to express lawful views on any issue, the University as a University may not, and will not, issue statements about any matter not directly related to its core educational mission.

v) As an institution embracing freedom of speech, MMU welcomes the lawful expression by students and staff of strongly held views, and accepts their right to peaceful protest in advocating such views.

vi) All such protests must remain peaceful.

vii) The right to lawful protest in MMU is restricted, not by any limit to freedom of expression, rather by the fact that a judgement has to be made about the balance between the rights of protestors to assert their views on the one hand, and the rights of others (students, staff visitors, members of the community) to go about their business safely, unimpeded and free from harassment, on the other.

2 ADVICE TO STUDENTS AND STAFF

MMU offers the following advice to students and staff who may be affected by a walk-out, external meetings or occupation of University premises.

- No one should feel pressurised to join a campaign which they do not support.
- University students and staff who are legitimately and legally taking part in any action or campaigning should not fear retribution.
3 HEALTH & SAFETY PROTOCOLS

During any protest or demonstration, MMU’s values and all its normal policies and procedures continue to apply. All participants in such events should be aware that this includes policies on bullying and harassment, discipline and conduct, and equal opportunities. Every member of staff has a legal and contractual duty to ensure, as far as is reasonably practicable, the health, safety and wellbeing of themselves and others.

The following protocols must be followed by protestors occupying University premises:

i) Protestors must evacuate any building immediately if the fire alarm sounds.

ii) The protest must remain peaceful.

iii) No alcohol is allowed.

iv) Smoking is not permitted.

v) Protestors must not block building entrances/exits or fire escape routes.

vi) Protestors must not enter personal offices.

vii) During the course of the working day, a clear route must be maintained along corridors including access to lecture rooms, offices, laboratories and WCs.

viii) Protestors must not:

- Take any action that causes harassment or physical harm to any person, or subject anyone to abuse or intimidation, or cause them to be fearful for their own safety or the safety of others
- Take any action that causes damage to property

Breaches to these protocols will result in disciplinary and/or civil or criminal proceeding as appropriate.

Issued by MMU Directorate, November 2011.