



SNU Policy: Freedom of Expression

SNU Policy ID: General Information A-13

Policy Reviewed by: Director of Human Resources

Approval Authority: Vice President for Business and Finance

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Policy

SNU seeks to maintain an appropriate balance between freedom of expression and respect for all members of the community. As a Christ-centered community*, we endeavor to foster a supportive environment of dignity and inclusivity in which all stakeholders are treated with respect and engaged with charitable discourse consistent with the University's educational purpose, religious mission, and applicable law.

The following conduct is prohibited and may result in disciplinary action, corrective action, removal from an event or campus area, or other appropriate response, consistent with applicable University policies and procedures: actions or communications that constitute harassment, discrimination, retaliation, the use or threat of physical violence, intimidation, stalking, coercion, or bullying directed toward a member of the SNU faculty, staff, student body, a visitor to the campus, and/or another member of the community. The University's ability to accomplish its educational purpose and mission is fundamental. Therefore, any activity or behavior that is disruptive of appropriate respect and civility in classes, Chapel, or University-approved events may result in disciplinary action.

* Southern Nazarene University is an integral part of the Church of the Nazarene and an expression of the church. Per Manual of the Church of the Nazarene paragraph 400, Southern Nazarene University will function within the philosophical and theological framework of the Church of the Nazarene as established by the General Assembly and expressed through the Manual. SNU reserves the right to interpret and apply this policy in a manner consistent with its religious identity and applicable law.