

# Understanding Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination in programs and activities receiving federal financial assistance:

*No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.*

This means that any university receiving federal funds must adhere to these non-discrimination requirements.

The CSU Nondiscrimination Policy prohibits discrimination and harassment because of Age, Disability (physical or mental), Gender, Gender Identity (including Nonbinary or Transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Pregnancy or related conditions, Race or Ethnicity (including color, caste, or ancestry), Religion or Religious Creed, Sex (including Sex Stereotyping or Sex Characteristics), Sexual Orientation, and Veteran or Military Status.

All Students and Employees have the right to participate fully in CSU programs, activities, admission, and employment free from Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking and Retaliation.

## Equal Access and Opportunity

Universities must provide equal access and opportunity to all students regardless of their race, color, or national origin. This includes ensuring that all students have equal access to admissions, academic programs, extracurricular activities and support services.

## Reporting Discrimination

Knowing how to report concerns and understanding the process is important for students who may experience or witness discrimination. Concerns or possible policy violations can be reported with the CPP Office of Equity and Compliance (OEC). Learn more and contact OEC:

- Website: [cpp.edu/officeofequity](http://cpp.edu/officeofequity)
- Email: [officeofequity@cpp.edu](mailto:officeofequity@cpp.edu)

## Fundamental Fairness

The OEC provides reasonable supportive measures to mitigate objectionable conduct so that it does not interfere with participation in educational programs or activities.

## Free Speech at Cal Poly Pomona Website



## CPP Student Conduct Code



## CSU Systemwide Time, Place and Manner Policy



This pamphlet is sponsored by:

Office of Student Conduct and Integrity

Bronco Leadership Center

Division of Student Affairs and Dean of Students



# Free Speech

## A Guide for Cal Poly Pomona

**CalPolyPomona**

## Free Speech

Free speech is a constitutionally-established right that has been consistently upheld by the highest courts in the United States.

This means the government, including a public institution such as Cal Poly Pomona, may not restrict speech, except in limited circumstances.

## Free Speech Means Speech You Might Disagree With

You could encounter numerous events, activities and conversations on campus, the sentiment of which you may disagree with. CPP is committed to fostering a campus environment that values and critically engages with a diversity of viewpoints — even if some expressions are controversial or even upsetting.

## Rights of Free Speech and Academic Freedom at Cal Poly Pomona

The exercise and protection of freedom of speech and expression are at the core of Cal Poly Pomona's mission of teaching and public service. CPP actively attempts to engage the community to promote and model civil and respectful dialogue on campus.

### Time, Place and Manner

The California State University (CSU) Systemwide Time, Place and Manner Policy aims to balance the CSU's educational mission with the protection of institutional integrity, academic freedom, and the rights of individuals. It applies to all users of CSU property and sets regulations for expressive activities to prevent disruptions and ensure safety.

The Policy supports free expression while enforcing content and viewpoint neutral restrictions on the timing and location of protests and demonstrations to avoid interference with University operations and address security concerns. It includes enforcement provisions and consequences for violations. The University may limit when and where those protests and demonstrations take place through Content and Viewpoint Neutral time, place and manner restrictions.

## Hate Speech

**What is hate speech?** Hate speech is speech that offends or insults groups based on race, color, religion, national origin, sexual orientation, disability, or other traits. They are words that are hurtful, emotionally harmful and psychologically stunning.

**Is hate speech legal?** The short answer is "Yes." Hate speech is protected by the First Amendment.

**When is hate speech illegal?** Generally, hate speech is not illegal; however, threats of violence, incitement of violence and harassment are not protected speech. If there is a finding that these behaviors violate university policy or the law, students may be subject to discipline.

**What can I do if I encounter hateful speech?** The best way to combat hate speech is to speak out against it.

## When Engaging in a Demonstration

### Tips for Registered Campus Organizations



**Prior to your demonstration:** Review Cal Poly Pomona policies and clarify any policy-related questions with the Bronco Leadership Center at (909) 869-2841.



**Understand your resources:** Meet with the Director of the Bronco Leadership Center to discuss demonstration logistics such as format, location, speakers and any other relevant issues to ensure a safe, successful event.



**Report safety concerns promptly:** If safety is a concern, contact the University Police Department (UPD) at (909) 869- 3070 immediately.



**Confrontation:** Meet with your members and discuss how they should respond in case they are confronted with offensive speech, behavior or violence during your demonstration. Contact the Designated Law Enforcement Liaison for Cal Poly Pomona, Jason Lu, by emailing LEL@cpp.edu. Do not respond physically and contact UPD in the case of an emergency.



**Always:** Inform your participants of the university policies and share this pamphlet.



**Be aware:** Keep in mind that in the digital age, high quality video and audio is available for anyone to record and capture your event.

For more information, visit the CPP Free Speech website: [www.cpp.edu/free-speech](http://www.cpp.edu/free-speech)