

STUDENT SUCCESS POLICIES & PROCEDURES

Policy for Cultural and Religious Events on Campus

CUWAA seeks to support all of our students, domestic and international, as they live and study in our community. We do this as a Lutheran institution of higher education, committed to the saving Gospel of Jesus Christ as the only way to salvation. This policy is meant to guide our efforts to support and welcome our students while remaining faithful to our belief in Jesus as the Savior of the world.

- We aim to provide students with opportunities for cross-cultural events. Often these events allow students to share elements of their culture (food, customs, etc.) with the rest of our student body. In this way we seek to broaden the cultural literacy of all our students through non-religious cultural activities.
- As a Lutheran University, we do not observe, celebrate, promote, or participate in festivals, holidays, ceremonies, or worship from non-Christian religions or other denominations. We do not do or say anything to suggest that we are participating in such religious observations. Our institution provides space for robust theological education, including opportunities in our academic classes for the study of other religions. Per federal law, the university does not prohibit our students from practicing their religion. However, we do not provide resources for any religious practice that does not align with the Lutheran Confessions on campus.
- We strive at all times to witness to our students about the saving love in Christ Jesus for all people.
- For questions regarding any part of this policy, including questions on the nature of a particular holiday, proposed activities, etc. contact the Vice President of Mission and Church Relations or the Campus Pastor before scheduling or promoting an event.
- Refer to Related policies for further guidance on:
 - Social media
 - Publicity
 - Student life events

Scripture references shaping policy:

- Acts 4:11-12
- John 14:6
- I John 4:1-3; 13-15
- Exodus 20:1-6

Student Clubs and Organizations Request for Affiliation with National Organizations

Introduction

The goal of this document is to create a streamlined process for nationally affiliated clubs and organizations to become officially chartered at Concordia University-Wisconsin & Ann Arbor (CUWAA).

It is evident to students that nationally affiliated clubs and organizations would make a great positive impact on CUWAA's student life and academic pursuits. Although such clubs and organizations offer multiple benefits, it is important to note that they may challenge Scripture and the confessions of the Lutheran Church – Missouri Synod.

CUWAA expects that the national organization will fully support and follow the policies and best practices of Concordia University, especially regarding local autonomy. If the national organization cannot demonstrate its ongoing support of the University mission, values, and policies, including local student decision-making, program planning and funding, the student organization, as an affiliate of the national organization, may not be permitted to continue.

Student organization members and officers should be aware that the organization and officers may be held responsible for injury or loss to others arising from their operations and activities. Therefore, officers and members should consider whether they need liability insurance to protect the organization, its members, or officers. Organizations should check with national chapters and their associations to see if plans are available to them.

The Student Code of Conduct and all other Concordia University policies supersede and preempt all conflicting policies and/or decisions made by the national organizations.

Definition of a Club or Organization

A student Club or Organization is any group that has been approved by either the Student Success Council or Academic Council that supports a student interest or affinity group. These entities are required to have followed all University regulations on formation and annual reorganization status. Unlike individual students, only University recognized Clubs and Organizations may reserve space, publicize events, have University recognized logos and request cords at graduation.

Student clubs and organizations that are academic in nature (e.g., academic honor societies, clubs affiliated with specific academic programs or professions) will be reviewed by the Academic Council; all others will be reviewed by the Student Success Council.

Overview of approval process

A student group wishing to have a club or organization approved by CUWAA must follow the steps outlined below:

1. Complete the application. Applications will only be considered when all parts are complete, including attachments that must include a letter from the parent or national organization. When referring to its relationship to the university, an Affiliated Student Organization must use 'the student chapter of (organization) at Concordia University Wisconsin & Ann Arbor.'
1. Submit the completed application to the Student Organization Review committee (see below). The Review Committee will determine whether the organization aligns with Concordia's mission and values, and will recommend approval, where warranted, to either the Student Success Council or the Academic Council. The Committee can choose to approve, deny or ask for modifications with respect to applications.
1. The review committee will submit the completed application to the Academic Council or the Student Success Council for formal approval. If approved, the new club/organization will be recognized by CUWAA. Denied groups will be referred to the student submitter and requests for modifications will be sent back to the student submitter with recommendations for changes.

Annual requirements

After the initial approval, approved clubs and organizations are required to resubmit a completed updated application to the Review Committee each year by June 1st. Clubs who do not refile will be considered out of compliance and will automatically be unchartered.

Role of Review Committee

The Review Committee will include the following 5 members: One member from Student Government, appointed jointly by the SGA presidents from both campuses; A student life representative from each campus, appointed by the Vice President of Student Success; the Vice President of Mission and Identity, and an academic representative appointed by the Vice President of Academics.

The Committee will appoint a chair responsible for scheduling meetings to review and vote on all applications, new and renewals. Meetings will be scheduled as needed based on submissions, within two weeks of receipt of any application completed. The Review Committee will review all applications to ensure they are complete and determine if the parent organization has views or policies that are contrary to Scripture and the confessions of the Lutheran Church-Missouri Synod.

Alcohol & Student Social On and Off-Campus Events

As Christians, we view the care of our bodies as part of our total context for life. God in His Word gives life and sustains it (Genesis 1:27). He affirms the proper and good care of our bodies as His temple (1 Corinthians 6:19-20). As such, He forbids misuse, overuse, and abuse of substances that are harmful for our bodies (2 Corinthians 7:1). Further, God invites and commands us to care for each other, assisting our neighbor in avoiding the abuse of any drug or substance that harms the body and the mind (John 13:34-35). Therefore, Concordia University is a drug-free and dry campus. Use, possession, manufacturing, and distribution of alcoholic beverages, and possession of alcohol containers on University premises is prohibited.

The University may permit registered and approved student-events, which are held on or off-campus, that include the legal distribution of alcoholic beverages. The sponsors of these events must first obtain approval from the University President, complete an event with alcohol form, adhere to the process outlined below, and abide by the regulations for all registered campus events. Permission from the University President is required for alcoholic beverages to be served at any University sponsored student event on or off campus.

There is a responsibility shared by all members of the University community for individual behavior. Student groups, organizations, or clubs which sponsor social events are also responsible for the behavior that occurs at their events.

Regulations for registered and approved event(s) with alcohol:

- Non-alcoholic beverages and a sufficient quantity of food must also be available at all events with alcohol at no additional cost to the student.
- Alcoholic beverages may not be removed from the designated area of the event.
- Whenever alcoholic beverages are to be served at an event, the sponsoring group must hire a bartender who is responsible for serving alcoholic beverages to persons who demonstrate that they are 21 years of age or older. Students 21 or older will be given a wristband to wear with two drink tabs attached.

- The bartender will be responsible for checking student IDs to verify those who are 21 or older. Event participants may not serve themselves or others any alcoholic beverages.
- Alcoholic beverages will only be served to persons 21 years of age or older who have proper identification and the amount to be served may be limited. Alcoholic beverages will be distributed according to the following procedure:
 - Students over the age of 21 will receive wristbands containing up to two tickets;
 - Each ticket is redeemable for one drink, for up to 2 drinks per event;
 - Alcohol options are limited to beer and wine. No single shots, mixed drinks, or hard seltzers will be served.
 - No person showing any signs of intoxication will be served alcoholic beverages at any time.
 - Only one alcoholic beverage at a time may be served to each person attending the event.
 - Serving alcoholic beverages at events with alcohol must stop at least one hour before the event's scheduled end-time.
- Disruptive behavior shown by students will be reported to venue staff and University chaperones. The disruptive student will be removed from the venue space and transported back to campus, if at an off-campus event.
- If the event is for traditional undergraduate student, the sponsor of the off-campus event must provide free transportation, that has regular pick up and drop off throughout the event, to attending students.
- The sponsor of the event must provide an emergency plan, in conjunction with University chaperones, in the event a student is injured and/or intoxicated at the venue.

Regulations for event(s) where alcohol may be accessible to students:

- Disruptive behavior shown by students will be reported to venue staff and University chaperones. The disruptive student will be removed from the venue space and/or transported back to campus, at their own cost.
- The sponsor of the event must disclose that alcohol will be accessible and the following statement:
 - Students of legal drinking age, 21, will be allowed to purchase alcoholic beverages responsibly. Students who are not of legal drinking age, 21, are not allowed to purchase alcoholic beverages. If you are returning to campus after the event, please note that CUW is a dry campus and alcohol is not allowed on campus and/or the bus.
 - Students who choose not to follow this policy will be referred to the Dean of Students and will face disciplinary action. Remember you are representing not only yourself but also Concordia University. Please be respectful and show good manners to those you interact with during your trip.

Student Organization, Club, and Athletics Travel Policy

Concordia University Wisconsin & Ann Arbor (CUWAA) seeks to promote safe travel to events and activities occurring beyond the boundaries of University property. As such, this Policy applies to students traveling for various University purposes, including recognized student organizations/clubs, and University athletics. Accordingly, prior to travel, each trip will be reviewed and approved by the advisor, trip leader, or designated University official based on several factors, including distance, route, departure times, weather, number of drivers, etc. No

student will be permitted to travel without prior approval from the advisor, trip leader, or designated University official, or necessary waiver (as applicable). Travel approval does not eliminate the responsibility of the advisor, trip leader or organization members to make sound decisions during the trip and reduce their amount of travel for a given day if conditions dictate.

Examples of activities and events that fall under this Policy include, but are not limited to club sports trips, the activities of recognized student organizations, University athletic competitions, student government-funded travel, and in situations where a student or recognized student organization officially represents the University, e.g., academic team competitions, conferences, and other programs. Travel must be consistent with the organization's mission/purpose. Travel must be planned so as not to create an undue interference with academic responsibilities.

Travel/Trip Cancellation

Concordia reserves the right to make cancellations, changes, or substitutions in emergencies or changed conditions or, in the interest of each group, prior to trip departure. Concordia also reserves the right to alter travel plans throughout the trip in the event of an emergency or in the best interest of the group.

Advisor/Chaperone Requirements

The necessity of a University representative on a student organization trip is dependent on the nature, destination, and duration of the trip. A University representative, preferably the organization's advisor, if required, should chaperone the trip. If the advisor is not available to travel with the student organization, they can assign full-time Concordia University faculty or staff member as a chaperone. The chaperone will be responsible for ensuring the safety of the students on the trip as well as being the point of contact between the student organization and the University.

An Advisor / Chaperone will be in attendance for one or more of the following traveling conditions:

- Student Organizations travels further than 150 miles
- Student Organizations traveling internationally
- Student Organizations traveling by air
- Student Organizations traveling with more than 6 students

For trips not requiring an advisor / chaperone, the student responsible for organizing the trip (Trip Leader) must be present during all phases of the trip. The University reserves the right to require an advisor / chaperone for any student organization trip.

Trip Leader Role

In instances where a trip is planned an advisor / chaperone is not required, the student organization must have a designated Student Trip Leader responsible for all facets of trip planning.

The Student Trip Leader will work with the advisor on the trip details prior to the event in which the trip is needed. The University regards the trip leader as the primary contact for the group. This individual must be accessible by cell phone during the trip and must take a copy of the travel itinerary with them on the trip.

University Provided Transportation

The use of transportation provided by the University is strongly encouraged for student travel, but not always possible. Circumstances may occur where a student may need to drive separately from the University provided transportation. Anyone who chooses to use non-University provided transportation does so at their own risk. If a privately-owned vehicle is used for traveling to/from University event the following requirements must be met:

- The advisor, trip leader, or University official must be informed of the plan to drive separately.
- The vehicle must be insured for liability with limits of at least \$300,000 per accident.
- The insurance carried by the owner of the vehicle is primary, and the University's insurance will not cover any accidents. In some cases, the University insurance will cover once the limits of the owner's policy are exhausted.
- The vehicle must be current on all maintenance.
- If the vehicle is owned by someone other than the driver, the owner must give permission for its use.

All student clubs, organizations, and athletics teams must adhere to the University's policy regarding vehicle and driver safety policy and complete the required steps to drive on behalf of the University. The Vehicle and Drive Safety Policy can be found on the forms repository on the CUWAA portal.

Logo Approval & Usage Policy

Definition and Approval Process

A logo is a symbol or design adopted by a University entity, including official University clubs, organizations, and academic programs, etc. to visually represent the entity itself. This includes any marks, seals, logos, or any other graphics, designs, artwork, or the like.

All University recognized clubs, organizations, academic student groups, academic programs, departments, and Student Government Association-sponsored clubs must seek logo approval before its use from the Concordia University Logo Approval Committee. This Committee of five members includes the University Lead Creative Designer (Chair), Dean of Students (one from each campus for total of two), Campus Pastor (one from either campus for a total of one-Appointed by the Vice President of Student Life), and the Assistant Vice President of Academics for Student Success. The decision of the committee is final. The committee also reserves the right to revoke a previously approved logo.

Prohibited Use

No Endorsements

Neither the name of the University nor any University logo, may be used in any way that states or implies endorsement of a commercial product or service, gives a false impression, is misleading, or could cause confusion regarding the University's relationship with any person or entity.

Mission & Identity

Logos are intended to present an image that is consistent with the University mission, as well as the confession and practice of the Lutheran Church-Missouri Synod. The Committee reserves the right to prohibit other uses which it deems inappropriate as being inconsistent with the identity and/or mission of Concordia University and/or the Lutheran Church-Missouri Synod.

General Prohibited Use

Logos may not include any words or symbols using profanity, vulgarity, or sexually suggestive language or images; racial, ethnic, gender, or religious insensitivity; name, likeness, or unapproved use of a logo of a national organization; content including the likeness or suggestion of alcohol or other drugs and related paraphernalia, or anything that violates the Code of Student Conduct is prohibited. Any unapproved logo conflicts with the Student Code of Conduct, and permission for use will be restricted.

Trademark & Copyright

The student organization must ensure that any requests for designs containing non-University names and marks, seals, logos or other graphics, designs, artwork, or like (e.g., "Clip Art") include written permission from the owner or evidence that such permission is not required. A statement signed & dated by the author, indicating they grant full rights to the University and the student organization to use their original work, is required before presenting the design to the University Lead Creative Designer for approval. An original artwork permission statement is included in the student organization logo application.

The Concordia University Logo Application can be found on the CUW (<https://www.cuw.edu/about/offices/compliance/logo-approval.html>) and CUAA (<https://www.cuaa.edu/about/offices/compliance/logo-approval.html>) website.

Hazing Policy

Policy Statement

This policy prohibits Hazing of any kind at Concordia University Wisconsin and Ann Arbor (CUWAA). This policy applies to all faculty, staff, students, student organizations, athletic teams, CUWAA recognized groups, volunteers and alumni of CUWAA. CUWAA has jurisdiction under this policy whether the conduct occurs on or off-campus.

Definition of Hazing

Hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

1. is committed on or off-campus, by an individual or group of individuals in connection with recruitment, initiation into, rite of passage, affiliation, or the maintenance of membership in a CUWAA recognized group, student organization, athletic team, or other group; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation at CUWAA or the groups, organizations, or team (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law;
 - causing, coercing, or otherwise inducing activities that endangers the mental or emotional health;
 - any activity that creates an atmosphere for potential or actual humiliating, intimidating, degrading, or demeaning treatment; and
 - any activity that compromises the academic mission and/or reputation of CUWAA, or violates any CUWAA policy.

Examples of Hazing

Hazing includes, but is not limited to:

- All forms of physical activity deemed dangerous or harmful;
- The application of foreign substances to the body;
- Scavenger hunts involving illegal activities, kidnapping, or ditching a member of the community;
- Depriving students of sleep;
- Participation in any act of a sexual nature;
- Not providing decent and edible foods;
- Physical assault and/or abuse to the body by others and/or using object(s);
- Depriving students' means of maintaining personal hygiene;
- Forcing, coercing, pressuring, or requiring students to consume alcohol or foreign or unusual amounts of substances;
- Nudity or forcing students to dress in a degrading manner; and/or
- Psychological hazing: any act which is likely to compromise the dignity of a student; cause embarrassment or shame to a student; cause a student to be the object of ridicule or malicious amusement; or inflict psychological or emotional harm.

Accountability

No faculty or staff member, student, student group, athletic team, CUWAA recognized group, volunteer, or alumni shall engage in or participate as a witness in Hazing.

Student organizations, athletic teams, and CUWAA recognized groups whose members engage in Hazing will be held accountable as an organization, team, or group for Hazing. Individual student members, advisors, and coaches of such organizations, teams, and groups will also be held accountable for Hazing.

Justifications or excuses cannot be used to avoid responsibility for Hazing. Specifically:

- Unofficial Status is Not a Defense- Even if the hazing activity was not an official event of an organization or was not formally approved by it, those involved are still responsible for their actions.
- Consent is Not a Defense- Even if the person being hazed agrees to participate, that does not excuse the behavior or make it acceptable.
- Passive Presence is Not a Defense- Simply being present while hazing occurs, even without actively participating, does not absolve someone of responsibility.

- Apathy or Complicity is Considered Hazing- Ignoring hazing or failing to intervene when witnessing it is also considered a form of participation and is not a neutral act.

Reporting Hazing

Allegations of Hazing, including anonymous allegations, may be reported at any time via an online reporting form or calling Concordia Wisconsin Campus Safety 262-243-4344 or Concordia Ann Arbor Campus Safety 734-995-7502. In addition, allegations of Hazing may be reported to the Mequon Police Department 262-242-3500 or the Ann Arbor Police Department 734-994-2911 or always 911 in an emergency.

The Dean of Students, or designee will investigate the Hazing complaint in accordance with the Code of Student Conduct process and procedures.

Consequences of Violating This Policy

Failure to comply with this policy will result in disciplinary action. Disciplinary action may include, but is not limited to:

- Suspension or expulsion for students,
- Suspension or de-recognition for student organizations, CUWAA recognized groups, athletic teams,
- Campus Ban for volunteers or alumni.
- Suspension without pay, or termination of employment or association with CUWAA for employees, in accordance with applicable staff and faculty disciplinary procedures.

Hazing is also prohibited by the criminal laws of Wisconsin and Michigan: Wisconsin statute 948.51 (<https://docs.legis.wisconsin.gov/statutes/statutes/948/51/?view=section>) or Michigan statute 750.411t (<https://www.legislature.mi.gov/Laws/MCL/?objectName=mcl-750-411t#:~:text=750.411t%20Hazing%20prohibited%3B%20violation,the%20hazing%20of%20an%20individual.>), (<https://www.legislature.mi.gov/Laws/MCL/?objectName=mcl-750-411t#:~:text=750.411t%20Hazing%20prohibited%3B%20violation,the%20hazing%20of%20an%20individual.>) also known as Garret's Law. CUWAA may refer the matter for criminal prosecution depending on the nature and extent of the Hazing. Those responsible for Hazing may also be personally liable under civil law.

Mandatory Hazing Prevention Training

Mandatory Hazing Prevention Training is required for all faculty, staff and students.

At the start of every academic year, Student Success will provide hazing prevention education to all incoming students through on-line training courses. The Human Resources Department will provide hazing prevention education to all new hires upon employment at the institution.

Civil Discourse, Freedom of Expression, and Community Standards Policy

Purpose

As an LCMS, private institution of higher education, Concordia University Wisconsin & Ann Arbor (CUWAA, or the University) values both the free exchange of ideas and the responsibility to foster a campus culture rooted in Christian faith, mutual respect, and academic integrity. The University affirms the importance of open dialogue and critical thought as essential components of learning, while also maintaining community standards that reflect its mission and identity in Christ. We believe that academic and personal growth are strengthened when individuals engage diverse perspectives in light of Scripture and reason, guided by love for

neighbor and a shared pursuit of truth. The policy resides in the academic catalog; the supporting white paper, "Civil Discourse at CUWAA," is retained as internal documentation within Student Success and Mission & Church Relations to document rationale and institutional decision-making.

Commitment to Free Expression

Freedom of speech and expression are important concepts at CUWAA. As a private university, we are not legally bound to the same First Amendment requirements that public universities are; however, CUWAA recognizes that freedom of expression is integral to intellectual growth and the development of moral and civic responsibility. Students, faculty, and staff are encouraged to engage thoughtfully in discussions about social, political, and cultural issues, expressing their convictions in ways that reflect the University's commitment to truth, integrity, and service. This freedom extends to classroom discussions, student organizations, campus events, and written or digital communication.

Student Assembly & Public Demonstration Guidelines

CUWAA supports the right of students to express their views through peaceful public assembly, demonstration, petition, or distribution of materials, provided such activities respect the rights and safety of others and align with University policies. To balance freedom of expression with the University's responsibility to maintain a Christ-centered community and orderly campus operation, the following procedures apply to all student-organized demonstrations or public forums.

Setting Up a Public Assembly or Demonstration

1. Sponsorship by a Student Organization

Students wishing to host a public demonstration, informational table, distribution of literature, or similar event must work through a recognized student organization and its faculty/staff advisor.

2. Securing Space and Approval

The sponsoring organization must reserve campus space through the standard event scheduling process, in collaboration with their advisor.

- Events may only use approved University spaces.
- Reservations are granted on a first-come, first-served basis; scheduled events have priority over informal gatherings.

3. Notification Requirements

Written notification must be provided when:

- An outdoor assembly is expected to draw more than 50 participants,
- There is a reasonable potential for conflict, disruption, or safety concerns, or
- A non-campus speaker or organizer will participate.
- Notification must be submitted to the Director of Campus Safety at least three business days in advance so that appropriate safety and logistical measures may be put in place. Student organizations are responsible for all costs related to additional safety officers or local law enforcement services required for an event, as deemed necessary by Campus Safety.

4. Location Guidelines

To protect academic, worship, and residential spaces:

- No outdoor assembly may take place within 50 feet of any campus building.
- Demonstrations may not occur in the Chapel courtyard, recreation centers, or athletic facilities.

- Assemblies near residence halls are not permitted between 9:00 p.m. and 9:00 a.m., unless a written exception is granted by the Office of the Dean of Students at least three business days prior.
5. **Maintaining Safe Campus Movement**
Public expression activities may not block building entrances, walkways, streets, or otherwise interfere with the safe movement of pedestrians, bicycles, or vehicles.
 6. **Non-Disruption of University Activities**
Demonstrators may not obstruct or disrupt classes, worship services, scheduled events, or University business. Expression that attempts to prevent others from speaking, learning, or engaging in authorized activities may be relocated, terminated, or otherwise addressed by University staff.
 7. **Prohibited Conduct and Identification**
Participants may not engage in threats, harassment, unlawful behavior, or physical intimidation. Participants may be required to show CUWAA identification to verify their right to be on University property.
 8. **Clean-Up and Responsibility for Damages**
Student organizations are responsible for the condition of the event space and must clean up and restore the area. Damage or excessive waste may result in charges or disciplinary action.

Limitations on Public Expression Scope and Applicability

This policy governs public expression and conduct occurring in University-sponsored, University-controlled, or publicly accessible campus settings. It does not regulate or monitor private conversations, personal beliefs, or informal discussions among individuals that occur in private settings and do not involve public forums, demonstrations, postings, or use of University resources.

Nothing in this policy is intended to restrict personal dialogue, respectful disagreement, or the private exchange of ideas among students, faculty, or staff when such interactions do not rise to the level of public expression or conduct as defined below.

Definition of Public Expression

For purposes of this policy, *public expression* includes, but is not limited to:

- Demonstrations, protests, rallies, or organized gatherings,
- Public speeches, amplified speech, or visible symbolic actions,
- Flyers, posters, banners, or chalking,
- Digital communications disseminated broadly using University platforms or directed to the campus community at large,
- Expression occurring in classrooms, residence halls common areas, chapels, University events, or other shared campus spaces,
- Use of University property, facilities, or communication systems to convey a message.

Private conversations, small-group discussions, pastoral counseling, classroom dialogue conducted in good faith as part of academic inquiry, and personal communications not intended for public dissemination are outside the scope of this policy.

Institutional Responsibility

CUWAA bears responsibility for cultivating a campus environment that reflects its theological commitments, mission, and values as a Christ-centered institution of higher education affiliated with The Lutheran Church—Missouri Synod (LCMS). While students are free to express their ideas publicly, that freedom exists within the context of the University's religious identity, community standards, and educational mission.

Accordingly, public expression, whether spoken, written, digital, or otherwise, may be subject to reasonable limitations when it conflicts with Scripture, the Lutheran Confessions, the mission and values of the institution, or the expectations outlined in the Code of Student Conduct. When expression occurs in a public forum or campus setting, the University reserves the right to intervene when actions violate community standards, compromise the learning environment, or undermine the rights and dignity of others.

Forms of Public Expression Subject to Limitation or Discipline

When occurring in a public or campus forum, the following categories of expression or conduct may be limited, restricted, or subject to disciplinary action:

1. **Contradiction of Mission, Lutheran Confessions, or Values**
Public expression that actively opposes the University's stated mission or doctrinal commitments in a manner that disrupts the community, misrepresents the institution, or undermines institutional integrity may be limited (*Article 1(A), Honor Others, Honor the Community*).
2. **Harassment, Threats, or Intimidation**
Public conduct or communication that threatens, defames, targets, or demeans individuals or groups in a harmful, harassing, or intimidating manner is prohibited (*Article 1(A), Honor Others; Article 2(E) 33–34, Harassment & Harm to Persons*).
3. **Disruption of University Operations**
Public activities or expression that materially disrupt classes, worship services, University functions, or community life may be restricted, relocated, or terminated (*Article 2(E) 25, Disruptive Activity*).
4. **Defamation, Obscenity, or Indecent Expression**
The University may prohibit public expression or displays that are obscene, vulgar, defamatory, or inconsistent with the moral and ethical standards expected within a Christian academic community. False or malicious statements that harm the reputation or character of individuals, groups, or the University are prohibited (*Article 2(E) 25, 30, 43, Disruptive Activity; Fraud/Lying; Posting*).
5. **Use of University Resources or Spaces**
Public expression involving University spaces, facilities, equipment, or communication systems must comply with established policies and approval processes. Unauthorized posting, occupation, entry, or use of University resources is not permitted (*Article 1(A), Honor Others, Honor the Community; Article 2(E) 40, 41, 45, 49*).

Enforcement

If any of the above conditions exist, participants may be directed by the Vice President of Student Success or their designee to restrict, relocate, or terminate the activity. Failure to comply may result in disciplinary sanctions under the Code of Student Conduct (*Article 2(E) 28, Failure to Comply*). In circumstances involving safety concerns or legal violations, intervention by local law enforcement may be required.

Expectations for Engagement

Members of the CUWAA community are expected to:

- Speak the truth in love (Ephesians 4:15) by expressing ideas respectfully and with humility,
- Engage in dialogue that seeks understanding rather than division,
- Honor the dignity and worth of every individual as a person created in God's image,
- Exercise discernment and care when representing the University or using its name in public discourse, and
- Abide by the Code for Student Conduct and/or the Faculty Handbook.

Conclusion

Freedom of expression at CUWAA exists within the framework of our shared faith and mission. The University remains committed to providing a learning environment where diverse ideas can be explored under the guidance of Christian love, integrity, and mutual respect.