



Albert Einstein College of Medicine

Maintenance of Public Order Policy

I. Purpose

The purpose of this policy is to outline the Albert Einstein College of Medicine's policy for maintaining public order on campus.

II. Scope

This policy applies to all employees and students of Einstein.

III. Policy

A. General

Regulations for public order shall apply to all persons and registered organizations on any campus of Albert Einstein College of Medicine or any other property or facilities used by it for educational purposes.

It shall be a violation of these regulations:

- 1) To disrupt¹ or obstruct or attempt to disrupt or obstruct any instructional, research, service, or other Einstein operation or function, or interfere with or attempt to interfere with the lawful exercise of freedom of speech, freedom of movement, freedom of peaceable assembly, or other rights of individuals, by action including but not limited to the following:
 - a) by intentionally using or threatening physical force or violence to harass, abuse, intimidate, coerce, or injure another, or to cause damage to or loss of property;
 - b) by intentionally obstructing or causing to be obstructed the lawful use of, access to, or egress from Einstein premises or portions thereof, or by making unauthorized entry upon or use of Einstein property or facilities or by unlawfully remaining in or on the same;
 - c) by intentionally obstructing or restraining the lawful movement of another or obstructing or restraining his or her lawful participation in authorized activities and events, including, without limitation, regular and special curricular activities, extracurricular activities, and employment interviews; or
 - d) by intentionally urging and inciting others to violate the provisions of this subsection A.

¹ To "disrupt" in this context means to create a disturbance, throw into confusion, throw into disorder, throw into disarray, and/or cause confusion or turmoil in any manner that makes it difficult for the speaker to conduct his/her activities on campus.

- 2) To refuse to comply with any lawful order of a clearly identifiable Einstein official acting in the performance of his or her duties in the enforcement of these regulations.
- 3) To possess, carry, or use firearms, including rifles and shotguns, ammunition, explosives, or other dangerous weapons, instruments, or substances in or on Einstein premises (except in the case of law enforcement officers or except as specifically authorized by Einstein).
- 4) To engage in any action or situation which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any registered organization.
- 5) To disrupt, obstruct, or attempt to disrupt or obstruct any speaker invited to appear on the campus by Einstein or a recognized Einstein group.
- 6) To disrupt or attempt to disrupt any recruitment activity.

B. Enforcement and Penalties

- 1) Students. Committee on Student Promotions and Professional Standards (“CSPPS”) will be responsible for initiating and assuring the prompt enforcement of these regulations as provided in Section VIII of the CSPPS Bylaws.
 - a) Penalties
 - i) Ejection. For egregious or dangerous conduct which violates:
 - (1) any of these regulations, individuals or organizations may be ejected from the Einstein campus or property, or any part thereof, by the Deans in the Office of Student Affairs (the “Deans”) or their designees.
 - (2) In the case of a registered organization which authorizes such conduct, the Deans or their designees may rescind permission for that organization to operate on Einstein property, i.e., rescind the registration of the organization.
 - ii) Temporary Suspension. For the purpose of assuring public safety, the Deans or a designated representative shall have discretionary power to suspend the accused person temporarily pending a determination by the Executive Dean and a right to appeal to the Dean. Suspension in the case of a student may include the withdrawal of any or all Einstein privileges or services, including class attendance, participation in examinations, or utilization of Einstein premises or facilities as determined by the Office of Student Affairs.
 - iii) Other Disciplinary Action
 - (1) Students who violate these policies will be subject to discipline by the Office of Student Affairs. Penalties may include written reprimand, probation for a stated period, restitution of damages caused, community service or dismissal from Einstein.
 - 2) Faculty and Employees. Faculty and other employees who violate these policies will be subject to discipline by the appropriate manager, director or vice-president. Penalties will be in accordance with The Faculty Handbook, the Human Resources Policies for Supervisors, Administrators and Managers or the relevant Collective Bargaining Agreement, as appropriate.
 - 3) Invitees. The Security Department, in conjunction with the New York City Police Department, will enforce any violation of these policies by invitees.

C. Other Actions

- 1) These regulations and the penalties imposed hereunder shall not preclude, in addition, resort to any applicable state, federal, or local law or ordinance. They shall not be deemed to limit the right of Einstein or of any person to take such additional or other legal action as may seem appropriate or necessary to maintain public order and to protect legal rights.
- 2) Nothing contained in these regulations shall be deemed to impair the right of Einstein to take such non-disciplinary administrative action as may be necessary or appropriate to maintain public order or safety.
- 3) In the event that a violation of these regulations should also constitute a violation of other campus rules or regulations, Einstein may, in its discretion, determine to handle all such violations in one proceeding.

IV. Definitions

None.

V. Effective Date

Effective as of: 14 March 2018

VI. Policy Management and Responsibilities

Einstein's Security Department is the Responsible Office under this Policy. Einstein's Associate Dean for Finance and Administration is the Responsible Executive for this policy. Einstein's Chief of Security and Transportation is the Responsible Officer for the management of this policy.

VII. Approved (or Revised)


Responsible Executive

Jed M. Shivers
Associate Dean for Finance and Administration


Date