From: Karen Hyatt
Sent time: 04/21/2017 06:53:28 AM
To: Krista Dillon
Cc: Matt Roberts; Jessi Steward
Subject: Fwd: [Demonstration Coordination] April 21st Sit In @ Johnson Hall (8:30 am briefing Friday)

Krista,

Just a heads up that during some of this expected activity for which the demonstration team is preparing, Congressman DeFazio will be speaking at the Knight Law School at Noon today. This event is sponsored by City Club of Eugene. City Club and Morse Center organizers are expecting a decent-sized audience so Betsy and I will be at the law school at 11 am to help. I'm guessing there will be no over lap between these two events but just wanted to let you know. Thanks.

Karen

Sent from my iPad

Begin forwarded message:

From: Krista Dillon <notifications@uoem.basecamphq.com>
Date: April 20, 2017 at 10:08:31 PM PDT
To: Karen Hyatt <khyatt@uoregon.edu>
Subject: [Demonstration Coordination] April 21st Sit In @ Johnson Hall (8:30 am briefing Friday)
Reply-To: Demonstration Coordination <U6855F78BEC0BP102066082-reply@uoem.basecamphq.com>

Reply ABOVE THIS LINE to add a comment to this message

Company: UO-Student Life
Project: Demonstration Coordination
Link: https://uoem.basecamphq.com/P102066082

Krista Dillon said:

Friday the 21st, there will be a sit-in in Johnson Hall regarding cuts to LGBT programs. Students are gathering at UHC at 11:15 and then walking to Johnson Hall where they will sit in until 5 pm.

Quick Plan:
Krista will coordinate with Katy Hatfield to get a message to building occupants first thing tomorrow morning.
Kathie Stanley will be the point of contact for students in Johnson Hall. Kathie will reach out to Kevin Marbury should there be a request for students to talk with leadership. Sheryl Eyster is also available for monitoring if needed.
Joe Pedrola, can you have a staff member available to monitor occupancy in the Johnson Hall Lobby?

Can we plan on a quick 8:30 am conference call tomorrow to check in - 888-387-8686, 9466696#
I'd like to have Student Life, a rep from General Counsel, Fire Marshal's Office, any Johnson Hall Chiefs of staff, a rep from UOPD, a communications person, myself and Becca. Anyone else is

welcome to join the call, if you aren't in the list above,
please mute your phone when calling in.
Thank you,
Krista

----There is 1 file for this message:
Download it here: https://uoem.basecamphq.com/P102066082

sitin.jpeg

This message was sent to Alice Cary, Andre LeDuc, Becca Puleo, Bryan Dearinger, Chuck Triplett, David Landrum, Douglas Park , Greg Stripp, Herb Horner, James Stegall, Jason Wade, Jessi Steward, Joe Pedrola, Karen Hyatt, Kassy Fisher, Kathie Stanley, Kelly McIver, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Kyle Henley, Lauren Miller, Matt Carmichael, Matt Roberts, Melanie Muenzer, Mike Eppli, Missy Matella, Rick Haught, Sheryl Eyster, Simon Ditton, Tobin Klinger, UOPD CERC, and Zach Earl.

Read the original message, view comments, and download attachments at:
https://uoem.basecamphq.com/P102066082

You can always check the Overview for the latest project activity:
https://uoem.basecamphq.com/projects/11416473/log

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https://uoem.basecamphq.com/posts/102066082/subscription/unsubscribe

Prefer HTML emails?
https://uoem.basecamphq.com/people/6536820/prefers_text_emails?v=0

From: UOPD CERC <notifications@uoem.basecamphq.com>
Sent time: 04/29/2017 12:02:44 PM
To: Krista Dillon
Subject: [Demonstration Coordination] MARCH FOR CLIMATE CHANGE

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

UOPD CERC posted a new message:
MARCH FOR CLIMATE CHANGE

PERSONS ARE BEGINNING TO GATHER AT THE EMU AMPHITHEATER FOR THE "RALLY FOR A CLIMATE SAFETY IN EUGENE" THE GROUP WILL THEN MARCH TO THE FEDERAL COURT HOUSE, 405 E 8TH AVENUE. THE GROUP IS PEACEFUL AND HAS BEEN ADVISED TO STAY ON THE SIDEWALK FOR THEIR MARCH.

http://world.350.org/eugene/events/2017/04/peoples-climate-mobilization-april-29-2017-washington-dc/

https://www.facebook.com/events/694928737356426/

This message was sent to Alice Cary, Allen Gidley, Andre LeDuc, Andre Moran, Becca Puleo, Betsy Boyd, Bill Brady, Bryan Dearinger, Cassandra Moseley, Chuck Triplett, Darin Dehle, David Landrum, Emily Halnon, Flo Hoskinson, Greg Ottoman, Greg Stripp, Herb Horner, Hilary Gerdes, Jason Wade, Jennifer Clark, Joe Pedrola, Jon Marchetta, Karen Hyatt, Kassy Fisher, Kelly McIver, Kelly Wolf, Ken Kato, Kenneth Doxsee, Kris Winter, Krista Dillon, Kyle Henley, Lynn Johnson, Mark McCulloch, Matt Carmichael, Matt Roberts, Melanie Muenzer, Mike Harwood, Missy Matella, Mongoose UO, Nancy Resnick, Phillip Carroll, Rob Freytag, Sara Stubbs, Shannon Millington, Shelly Kerr, Sheryl Eyster, Steve Stuckmeyer, Stuart Laing, Sue Eveland, Tobin Klinger, Tony Hardenbrook, Tony Saxman, UOPD CERC, Vicki Strand, and Will Laney.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

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Delivered by Basecamp

From: Kris Winter <notifications@uoem.basecamphq.com>
Sent time: 04/21/2017 09:28:35 AM
To: Krista Dillon
Subject: Re: [Demonstration Coordination] April 21st Sit In @ Johnson Hall (8:30 am briefing Friday)

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

Kris Winter commented on the message:
April 21st Sit In @ Johnson Hall (8:30 am briefing Friday)

Hello,

Justine confirmed she reached out yesterday to a LGBTQIA+ student leader via email last night. In her outreach she also reminded the student about fire code, holding signs, and not disrupting work/learning environment.

-Kris

This comment was sent to Alice Cary, Andre LeDuc, Becca Puleo, Bryan Dearinger, Chuck Triplett, David Landrum, Douglas Park , Greg Stripp, Herb Horner, James Stegall, Jason Wade, Jessi Steward, Joe Pedrola, Karen Hyatt, Kassy Fisher, Kathie Stanley, Kelly McIver, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Kyle Henley, Lauren Miller, Matt Carmichael, Matt Roberts, Melanie Muenzer, Mike Eppli, Missy Matella, Rick Haught, Sheryl Eyster, Simon Ditton, Tobin Klinger, UOPD CERC, and Zach Earl.

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Delivered by Basecamp

From: Andre Le Duc
Sent time: 04/25/2017 05:39:22 AM
To: Krista Dillon
Subject: RE: A White Supremacist Comes to Auburn - The Chronicle of Higher Education

---

Sorry about your [redacted] Hope it clears up.

Andre Le Duc | Associate Vice President – CRO
Safety and Risk Services
University of Oregon

Sent from mobile device
Please forgive typos & brevity
safety.uoregon.edu

From: Krista Dillon
Sent: April 24, 2017 5:59 PM
To: Andre Le Duc <leduc@uoregon.edu>
Subject: Re: A White Supremacist Comes to Auburn - The Chronicle of Higher Education

Cool. I think we should use the auburn example. An alt right speaker invited. Lots of people calling for it to be cancelled. Process the cancel question and how we plan police response.

Finally landed on train hopefully going to hotel soon. [redacted] isn't quite working!
K

Sent from my iPhone

On Apr 24, 2017, at 5:18 PM, Andre Le Duc <leduc@uoregon.edu> wrote:

> I sent an email to Greg to look at getting a table top scheduled with the president's team.
>
> **Andre Le Duc | Associate Vice President – CRO**
> Safety and Risk Services
> University of Oregon
>
> Sent from mobile device
> Please forgive typos & brevity
> safety.uoregon.edu
>
> ---
>
> **From:** Krista Dillon
> **Sent:** April 24, 2017 6:31 AM
> **To:** Andre Le Duc <leduc@uoregon.edu>
> **Subject:** Fwd: A White Supremacist Comes to Auburn - The Chronicle of Higher Education
>
> FYI. We need to get back on the idea of a policy discussion and scenario. I will respond to Karen.
> K
>
> Sent from my iPhone
>
> Begin forwarded message:
>
> > **From:** Kris Winter <winterk@uoregon.edu>
> > **Date:** April 24, 2017 at 5:14:12 AM PDT
> > **To:** Karen Ford <fordk@uoregon.edu>
> > **Cc:** Mariann Hyland <hylandm@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
> > **Subject: Re: A White Supremacist Comes to Auburn - The Chronicle of Higher Education**
> >
> > Hi Karen.
> > I am copying Krista Dillon as she facilitates our demonstration team and can help answer your

questions.
Thank you!
- Kris

Sent from my iPhone

On Apr 23, 2017, at 8:00 PM, Karen Ford <fordk@uoregon.edu> wrote:

> Dear Kris and Mariann,
>
> Could I learn more about this from you? Do you want to point me in the right direction, or perhaps you'd have time to meet (but I don't want to waste your time if I can just read about the systems and team).
>
> Andrew has initiated a series of meetings with Risk Management to get us thinking ahead about various crises we might be facing, and I'd love to be able to tell him and our team about this preparation.
>
> Thank you, both for having something in place and for enlightening me.
>
> Karen
>
> ---
>
> **From:** Kris Winter <winterk@uoregon.edu>
> **Date:** Friday, April 21, 2017 at 8:03 AM
> **To:** Mariann Hyland <hylandm@uoregon.edu>
> **Cc:** Yvette Alex-Assensoh <yalex@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Darci Heroy <dvh@uoregon.edu>, Missy Matella <mmatella@uoregon.edu>, Kyle Henley <khenley@uoregon.edu>, Melanie Muenzer <muenzer@uoregon.edu>, Greg Stripp <stripp@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Lisa Freinkel <freinkel@uoregon.edu>, Karen Ford <fordk@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
> **Subject:** Re: A White Supremacist Comes to Auburn - The Chronicle of Higher Education
>
> Good morning.
> We do have systems in place...in fact a full team! I am looping in Krista Dillon as she coordinates this group.
> Thanks Mariann!
> - Kris
>
> Sent from my iPhone
>
> > On Apr 21, 2017, at 7:58 AM, Mariann Hyland <hylandm@uoregon.edu> wrote:
> > Dear all,
> > I'm checking in to see if there are any organized planning efforts under way to prepare our campus for a scenario similar to the one addressed in this article about Auburn. Closer to home, Berkeley has experienced extreme conflict around these issues too.
> > I presented at a national conference recently about trends in free speech and academic freedom in higher education and gleaned from preparing for the presentation that conflicts of this nature are escalating around the country and that it's best to prepare the campus in advance with educational outreach, presentations about free speech, etc.
> > Has anyone been involved in any planning of this nature? I will be happy to assist with any planning efforts.
> > Mariann
> > http://www.chronicle.com/article/A-White-Supremacist-Comes-to/239827

Sent from my iPhone

From: UOPD CERC <notifications@uoem.basecamphq.com>
Sent time: 04/29/2017 12:44:18 PM
To: Krista Dillon
Subject: Re: [Demonstration Coordination] MARCH FOR CLIMATE CHANGE

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life



UOPD CERC commented on the message:
MARCH FOR CLIMATE CHANGE

GROUP GREW TO ABOUT 350 PEOPLE AND LEFT CAMPUS

This comment was sent to Alice Cary, Allen Gidley, Andre LeDuc, Andre Moran, Becca Puleo, Betsy Boyd, Bill Brady, Bryan Dearinger, Cassandra Moseley, Chuck Triplett, Darin Dehle, David Landrum, Emily Halnon, Flo Hoskinson, Greg Ottoman, Greg Stripp, Herb Horner, Hilary Gerdes, Jason Wade, Jennifer Clark, Joe Pedrola, Jon Marchetta, Karen Hyatt, Kassy Fisher, Kelly McIver, Kelly Wolf, Ken Kato, Kenneth Doxsee, Kris Winter, Krista Dillon, Kyle Henley, Lynn Johnson, Mark McCulloch, Matt Carmichael, Matt Roberts, Melanie Muenzer, Mike Harwood, Missy Matella, Mongoose UO, Nancy Resnick, Phillip Carroll, Rob Freytag, Sara Stubbs, Shannon Millington, Shelly Kerr, Sheryl Eyster, Steve Stuckmeyer, Stuart Laing, Sue Eveland, Tobin Klinger, Tony Hardenbrook, Tony Saxman, UOPD CERC, Vicki Strand, and Will Laney.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From: Greg Stripp
Sent time: 04/21/2017 06:39:27 AM
To: Kevin Marbury
Cc: Kris Winter; Krista Dillon; Kathie Stanley; Sheryl Eyster; Becky Girvan; Julie Scroggins; Justine Carpenter; Anna Schmidt; Michael Griffel; Roger Thompson; Kyle Henley
Subject: Re: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Just confirmed with Kyle that interview is scheduled 10-11. We should be fine.

Sent from handheld device.

On Apr 20, 2017, at 10:30 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:

> Just spoke with Mike. He raised two questions:
>
> 1. Is Mike's meeting with the new RG education reporter scheduled for time that might overlap with the protest/sit-in?
> 2. Isn't one of the breakout sessions for PDAAC scheduled for the Johnson Hall conference room tomorrow afternoon? If so, should we consider moving it?
>
> Kevin
>
> Sent from my iPad
>
> On Apr 20, 2017, at 10:03 PM, Kris Winter <winterk@uoregon.edu> wrote:
>
> > We have a plan moving forward.
> >
> > - Krista is coordinating a call with the demonstration group for 8:30am tomorrow.
> > - Kathie Stanley will be POC tomorrow and will call Kevin M if students wants to present any demand to administration.
> > - Krista will take care of building communications and lining up officials for fire code. She will also be on sight during the bulk of the afternoon.
> >
> > Demonstration group will communicate via base camp tomorrow during the event.
> > Thanks to everyone for pulling together quickly tonight to ensure students are able to safely share their concerns.
> >
> > - Kris
> >
> > Sent from my iPhone
> >
> > On Apr 20, 2017, at 9:45 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:
> >
> > > Will do
> > >
> > > Sent from my Sprint Samsung Galaxy S7.
> > >
> > > -------- Original message --------
> > > From: Greg Stripp <stripp@uoregon.edu>
> > > Date: 4/20/17 9:41 PM (GMT-08:00)
> > > To: Kevin Marbury <kmarbury@uoregon.edu>
> > > Cc: Kris Winter <winterk@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>, Kathie Stanley <kstanley@uoregon.edu>, Sheryl Eyster <seyster@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>, Julie Scroggins <jpalanuk@uoregon.edu>, Justine Carpenter <justcarp@uoregon.edu>, Anna Schmidt <schmidta@uoregon.edu>, Michael Griffel <mgriffel@uoregon.edu>, Roger

Thompson <rjt@uoregon.edu>, Kyle Henley <khenley@uoregon.edu>
Subject: Re: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Kevin, pls reach out to MHS. I was just emailing with him, so he is online. Thx

Sent from handheld device.

On Apr 20, 2017, at 9:32 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:

> Thanks Kris,
>
> I am slated to be at the PDAAC message along with a number of other senior leadership team members from about 11:30 until 5 tomorrow. We'll need to alert remaining Johnson Hall occupants of this sit in tomorrow so they can be prepared as they conduct business. As needed, I can return to Johnson Hall at any point to meet with group leadership or represent University leadership as the situation warrants it.
> Greg, will you let MHS know or would you prefer me to do so?
> Kevin

Sent from my Sprint Samsung Galaxy S7.

-------- Original message --------
From: Kris Winter <winterk@uoregon.edu>
Date: 4/20/17 9:23 PM (GMT-08:00)
To: Greg Stripp <stripp@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>, Kathie Stanley <kstanley@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Sheryl Eyster <seyster@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>, Julie Scroggins <jpalanuk@uoregon.edu>, Justine Carpenter <justcarp@uoregon.edu>, Anna Schmidt <schmidta@uoregon.edu>, Michael Griffel <mgriffel@uoregon.edu>, Roger Thompson <rjt@uoregon.edu>, Kyle Henley <khenley@uoregon.edu>
Subject: Fwd: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Hi.
Please see below. Looks like there will be a sit in tomorrow.
Some of the information they have is not correct.
1. No positions were cut during a closed door meeting. While it was a suggestion to lower student fees by going down a position, ultimately we put forward a budget with no staff cuts.
2. After one public meeting where full funding was awarded, DFC chose to lower budget for LGBTESSP to keep student fees low, which ultimately leads us to one staff position for next year. This was done in a public meeting. DFC was clear they would re-evaluate for future years.
3. The graduate school chose not to award a GE for LGBTESSP as well as multiple other GE positions were cut without Student Life.
4. The LGBTESSP Director contract was never terminated.
5. There is a professional staff position for next year. We will begin recruiting for a LGBTESSP coordinator position ASAP. It was decided to make this position a coordinator focused on direct service to students (to honor funding coming from student fees).
6. No funding for programmatic activities has been cut. In fact, it was increased for next fiscal year.
7. I do not have info on housing percentages.
Thanks to Justine for sending this my way. Please let me know if anyone has questions.
- K

Sent from my iPhone

Begin forwarded message:

> **From:** Justine Carpenter <justcarp@uoregon.edu>
> **Date:** April 20, 2017 at 9:07:42 PM PDT
> **To:** Kris Winter <winterk@uoregon.edu>
> **Subject: Fwd: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO**
>
> Here
>
> Begin forwarded message:
>
> > **From:** UO LGBTQA3 Events <events.qa.uo@gmail.com>
> > **Date:** April 20, 2017 at 8:56:56 PM PDT
> > **To:** <justcarp@uoregon.edu>
> > **Subject: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO**
> > **Reply-To:** <events.qa.uo@gmail.com>

Day of Silence and Pride Week are approaching fast!

View this email in your browser

Sit In - April 21 - Day of Silence LGBT Programs are Being Cut

Join us in front of the Health Center at 11:15am and sit in at Johnson Hall until 5pm to protect LGBT Services at the University of Oregon.

On **Friday, April 21st at 11:15am**, students will gather in front of the **UO Health Center** (on Agate and 13th st) to **march down to Johnson Hall to sit in and occupy admin spaces**. **Why?** Because, during a closed-door meeting the LGBTESS had one of its two professional staff cut although funding was once confirmed during three previously public meetings, shortly after, the LGBT GTF position was cut as well. And, in another affront to LGBTQIA+ students, the LGBTESS Director contract was terminated and the position reduced. The programs that help our students survive on campus have been cut and reduced greatly.

The university has exploited LGBT student labor and student's funds to recruit more Queer Students onto a campus that doesn't invest back into Queer Students. The LGBT Education Support Services will have no professional staff this coming year. **The university has only contributed 13% of the LGBTESS funding** while the rest are taken

from student fees. On a yearly basis around **94% of students who apply to live in LGBT-friendly housing on campus are denied**. This number will definitely rise with the mandatory live-in policy next year.

We are rallying to make change happen on the UO Campus and win back the services that aid our survival. The UO needs to contribute to the programs that keep the LGBTQIA+ Students safe and which has provided them the 11th position rating on a top 25 LGBT-friendly universities in the US.

Wear comfortable and extra gay clothing.
Bring homework and activities.
Help us prepare at 9am in the LGBTQA3 Office EMU 022

"Silence is Violence" -

Here's the event on Facebook.

See you there!

Copyright © 2017 UO LGBTQA3, All rights reserved.
You are receiving this email because you filled out an interest card or were grandparented in from a previous QA list.

Our mailing address is:
UO LGBTQA3
EMU Room 022
University of Oregon
Eugene, OR 97403

Add us to your address book

Want to change how you receive these emails?
You can update your preferences or unsubscribe from this list

mailchimp

From: Kassy Fisher
Sent time: 04/21/2017 07:19:16 AM
To: Krista Dillon
Subject: Re: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Yes.

On Apr 21, 2017, at 7:15 AM, Krista Dillon <kristam@uoregon.edu> wrote:

> Thanks, here is our standard language for building occupants. Feel free to tweak it more if necessary...Can you get this out to Johnson Hall staff?
>
> K
>
> There will be a sit in at Johnson Hall today, most likely between 11:15 am and 5:00 pm. If you have appointments outside of the building during this time period, please consider leaving the building prior to the sit in. Similarly, if you have guests coming to Johnson Hall during this time you may want to consider using an alternate location for your meeting.
>
> As always, the safety of all members of our community is important. Staff will be on hand to ensure that the rallying group is heard, and that work-place boundaries are observed. If you have questions, please let me know.

From: Kassy Fisher
Sent: Thursday, April 20, 2017 11:25 PM
To: Krista Dillon
Cc: Jamie Moffitt
Subject: Re: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Krista,
Katy is out tomorrow. I can coordinate anything we need on the building front.
Kassy

On Apr 20, 2017, at 10:32 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> FYI.
> I'll be connecting with Katy first thing to send a notice to building occupants. We are also briefing tomorrow morning to finalize plan and points of contact.
> K
>
> Sent from my iPhone
>
> Begin forwarded message:
>
> > **From:** Kris Winter <winterk@uoregon.edu>
> > **Date:** April 20, 2017 at 10:03:48 PM PDT
> > **To:** Kevin Marbury <kmarbury@uoregon.edu>
> > **Cc:** Greg Stripp <stripp@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>, Kathie Stanley <kstanley@uoregon.edu>, Sheryl Eyster <seyster@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>, Julie Scroggins <jpalanuk@uoregon.edu>, Justine Carpenter <justcarp@uoregon.edu>, Anna Schmidt <schmidta@uoregon.edu>, Michael Griffel <mgriffel@uoregon.edu>, Roger Thompson <rjt@uoregon.edu>, Kyle Henley <khenley@uoregon.edu>
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- Kris

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> > To: Greg Stripp <stripp@uoregon.edu>, Krista Dillon

<kristam@uoregon.edu>, Kathie Stanley <kstanley@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Sheryl Eyster <seyster@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>, Julie Scroggins <jpalanuk@uoregon.edu>, Justine Carpenter <justcarp@uoregon.edu>, Anna Schmidt <schmidta@uoregon.edu>, Michael Griffel <mgriffel@uoregon.edu>, Roger Thompson <rjt@uoregon.edu>, Kyle Henley <khenley@uoregon.edu>
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4. The LGBTESSP Director contract was never terminated.
5. There is a professional staff position for next year. We will begin recruiting for a LGBTESSP coordinator position ASAP. It was decided to make this position a coordinator focused on direct service to students (to honor funding coming from student fees).
6. No funding for programmatic activities has been cut. In fact, it was increased for next fiscal year.
7. I do not have info on housing percentages.
Thanks to Justine for sending this my way. Please let me know if anyone has questions.
- K

Sent from my iPhone

Begin forwarded message:

> **From:** Justine Carpenter <justcarp@uoregon.edu>
> **Date:** April 20, 2017 at 9:07:42 PM PDT
> **To:** Kris Winter <winterk@uoregon.edu>
> **Subject: Fwd: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO**
>
> Here
>
> Begin forwarded message:
>
> > **From:** UO LGBTQA3 Events <events.qa.uo@gmail.com>
> > **Date:** April 20, 2017 at 8:56:56 PM PDT
> > **To:** <justcarp@uoregon.edu>
> > **Subject: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO**
> > **Reply-To:** <events.qa.uo@gmail.com>
> >
> > Day of Silence and Pride Week are approaching fast!
> >
> > View this email in your browser

Sit In - April 21 - Day of Silence
LGBT Programs are Being Cut

Join us in front of the Health Center at 11:15am and sit in at Johnson Hall until 5pm to protect LGBT Services at the University of Oregon.

On **Friday, April 21st at 11:15am**, students will gather in front of the **UO Health Center** (on Agate and 13th st) to **march down to Johnson Hall to sit in and occupy admin spaces**. **Why?** Because, during a closed-door meeting the LGBTESS had one of its two professional staff cut although funding was once confirmed during three previously public meetings, shortly after, the LGBT GTF position was cut as well. And, in another affront to LGBTQIA+ students, the LGBTESS Director contract was terminated and the position reduced. The programs that help our students survive on campus have been cut and reduced greatly.

The university has exploited LGBT student labor and student's funds to recruit more Queer Students onto a campus that doesn't invest back into Queer Students. The LGBT Education Support Services will have no professional staff this coming year. **The university has only contributed 13% of the LGBTESS funding** while the rest are taken from student fees. On a yearly basis around **94% of students who apply to live in LGBT-friendly housing on campus are denied**. This number will definitely rise with the mandatory live-in policy next year.

We are rallying to make change happen on the UO Campus and win back the services that aid our survival. The UO needs to contribute to the programs that keep the LGBTQIA+ Students safe and which has provided them the 11th position rating on a top 25 LGBT-friendly universities in the US.

Wear comfortable and extra gay clothing.
Bring homework and activities.
Help us prepare at 9am in the LGBTQA3 Office EMU 022

"Silence is Violence" -

Here's the event on Facebook.

See you there!

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You are receiving this email because you filled out an interest card or were grandparented in from a previous QA list.

Our mailing address is:
UO LGBTQA3
EMU Room 022
University of Oregon
Eugene, OR 97403

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You can update your preferences or unsubscribe from this list



From: Michael Griffel
Sent time: 04/21/2017 07:23:57 AM
To: Kris Winter; Kevin Marbury
Cc: Greg Stripp; Krista Dillon; Kathie Stanley; Sheryl Eyster; Becky Girvan; Julie Scroggins; Justine Carpenter; Anna Schmidt; Roger Thompson; Kyle Henley
Subject: RE: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Dear Kris,

Hello. Just for the record, Anna has confirmed that 100% of students requesting who wish to be in the Community for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual/Agender/Aromantic+ Scholars Academic Residential Community (http://housing.uoregon.edu/LGBTQIAscholars) are accepted. And 100% of the students requesting to be in the Gender Equity Hall Specialized Community are accepted (http://housing.uoregon.edu/gender-equity-hall) are accepted.

The very misleading information comes from that in the past, over 1000 students on their housing application have initially indicated that they would like to live in a hall or room with other genders-in; in University Housing staff's follow up communications with the students, it was clear they were confused by the question and desired a co-ed floor/hall. Apparently this has been shared with students putting out this extremely misleading information numerous times and they continue to use this very misleading statistic. Again, all requests for the LGBTQIA+Scholars and Gender Equity Halls are met.

Thank you. Michael

From: Kris Winter
Sent: Thursday, April 20, 2017 10:33 PM
To: Kevin Marbury <kmarbury@uoregon.edu>
Cc: Greg Stripp <stripp@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Kathie Stanley <kstanley@uoregon.edu>; Sheryl Eyster <seyster@uoregon.edu>; Becky Girvan <bgirvan@uoregon.edu>; Julie Scroggins <jpalanuk@uoregon.edu>; Justine Carpenter <justcarp@uoregon.edu>; Anna Schmidt <schmidta@uoregon.edu>; Michael Griffel <mgriffel@uoregon.edu>; Roger Thompson <rjt@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>
Subject: Re: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Not sure of an answer to #1, but it looks like PDAAC breakout sessions are scheduled forCoDaC, Gerlinger lounge, and Allen Hall.

- k

Sent from my iPhone

On Apr 20, 2017, at 10:30 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:

> Just spoke with Mike. He raised two questions:
>
> 1. Is Mike's meeting with the new RG education reporter scheduled for time that might overlap with the protest/sit-in?
>
> 2. Isn't one of the breakout sessions for PDAAC scheduled for the Johnson Hall conference room tomorrow afternoon? If so, should we consider moving it?

Kevin

Sent from my iPad

On Apr 20, 2017, at 10:03 PM, Kris Winter <winterk@uoregon.edu> wrote:

> We have a plan moving forward.
>
> - Krista is coordinating a call with the demonstration group for 8:30am tomorrow.
>
> - Kathie Stanley will be POC tomorrow and will call Kevin M if students wants to present any demand to administration.
>
> - Krista will take care of building communications and lining up officials for fire code. She will also be on sight during the bulk of the afternoon.
>
> Demonstration group will communicate via base camp tomorrow during the event.
>
> Thanks to everyone for pulling together quickly tonight to ensure students are able to safely share their concerns.
>
> - Kris
>
> Sent from my iPhone
>
> On Apr 20, 2017, at 9:45 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:
>
> > Will do
>
> Sent from my Sprint Samsung Galaxy S7.

-------- Original message --------

From: Greg Stripp <stripp@uoregon.edu>

Date: 4/20/17 9:41 PM (GMT-08:00)

To: Kevin Marbury <kmarbury@uoregon.edu>

Cc: Kris Winter <winterk@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>, Kathie Stanley <kstanley@uoregon.edu>, Sheryl Eyster <seyster@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>, Julie Scroggins <jpalanuk@uoregon.edu>, Justine Carpenter <justcarp@uoregon.edu>, Anna Schmidt <schmidta@uoregon.edu>, Michael Griffel <mgriffel@uoregon.edu>, Roger Thompson <rjt@uoregon.edu>, Kyle Henley

<khenley@uoregon.edu>

Subject: Re: Sit-In at Johnson Hall - LGBT Students Being Exploited at the UO

Kevin, pls reach out to MHS. I was just emailing with him, so he is online. Thx

Sent from handheld device.

On Apr 20, 2017, at 9:32 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:

> Thanks Kris,
>
> I am slated to be at the PDAAC message along with a number of other senior leadership team members from about 11:30 until 5 tomorrow. We'll need to alert remaining Johnson Hall occupants of this sit in tomorrow so they can be prepared as they conduct business. As needed, I can return to Johnson Hall at any point to meet with group leadership or represent University leadership as the situation warrants it.
>
> Greg, will you let MHS know or would you prefer me to do so?
>
> Kevin
>
> Sent from my Sprint Samsung Galaxy S7.
>
> -------- Original message --------
>
> From: Kris Winter <winterk@uoregon.edu>
>
> Date: 4/20/17 9:23 PM (GMT-08:00)
>
> To: Greg Stripp <stripp@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>, Kathie Stanley <kstanley@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Sheryl Eyster <seyster@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>, Julie Scroggins <jpalanuk@uoregon.edu>, Justine Carpenter <justcarp@uoregon.edu>, Anna Schmidt <schmidta@uoregon.edu>, Michael Griffel <mgriffel@uoregon.edu>, Roger Thompson <rjt@uoregon.edu>, Kyle Henley <khenley@uoregon.edu>
>
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Our mailing address is:

UO LGBTQA3

EMU Room 022

University of Oregon

Eugene, OR 97403

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From: Kassy Fisher
Sent time: 10/10/2017 11:34:44 AM
To: Andre Le Duc; Krista Dillon
Subject: Adding DEI rep to demonstration coordination group

Wanted to ask your thoughts on adding a DEI rep to demonstration coordination group. Could add depth to the JH-based group and also, given the frequent/current content and context, it might be helpful to include them. Their chief of staff or new AVP for engagement would both be reliable and logical choices.

Kassy

From: Provost Jayanth Banavar and Vice President Jamie Moffitt <provost@uoregon.edu>
Sent time: 10/17/2017 10:47:30 AM
To: Krista Dillon
Subject: Controversial group visiting campus

University of Oregon

Dear faculty, staff, and graduate employees,

As an academic community, the University of Oregon strongly values free speech and academic freedom. Even content that may be offensive to many people is protected under the First Amendment and UO free-expression policies.

This value may be tested this week when a controversial group visits the university. They bring movable visual displays to campuses nationwide that contain graphic images associated with an antiabortion viewpoint. The images may be shocking to some. Due to the graphic nature of the display, the university is providing advance notice to campus so those who don't want to see the images can avoid the EMU Green this Wednesday and Thursday.

A communication similar to this, including available resources, has gone out to all UO students. It is also possible that this demonstration may become a topic of conversation in classes, residence halls, and among coworkers.

The UO in no way supports the tactics of this group, but the university is a public entity and cannot restrict expression on the basis of the content or viewpoint. The group has filed the appropriate paperwork and met the requisite requirements of the facilities scheduling policy that allows a visitor to reserve space and put displays on our campus.

As a reminder, the United States and Oregon constitutions protect free expression, but that doesn't mean that all actions associated with that speech is protected. Nonviolent speech and protests are appropriate ways to air views on a wide variety of topics. The UO prohibits actions that endanger, threaten, or harm the health and safety of another person, or interfere with the rights of others. The university's free speech guidelines are posted on the safety and risk service website. Any conduct by this outside group or any other individual that violates university policy relating to prohibited harassment will be addressed.

It is important to acknowledge that some speech, even if legal, has the potential to cause anxiety, offend our individual beliefs, or insult our values. There are many ways an individual may deal with speech with which they disagree, such as ignoring it or peacefully speaking out against it.

While the university cannot restrict any group's free speech rights, we can offer students and employees resources and support services to help them respond to any unease or distress that the free and open exchange of ideas can bring. In addition, faculty members may need to provide some extra travel time for students to arrive in class if they need to take an alternative route to class that avoids the display.

- The Teaching Engagement Program is available for confidential consultations for faculty and GEs who are considering the teaching implications of this demonstration. Please contact tep@uoregon.edu to request a consultation or ask a question. Some of TEP's principles for response and advice for addressing difficult topics in class are here.
- Staff members of the Office of the Dean of Students will be available for drop-in support, available on Wednesday and Thursday at the Women's Center in the EMU. Students may visit during drop-in hours after these dates at the Office of the Dean of Students in 164 Oregon Hall from 1:00 to 5:00 p.m. on business days.
- The University Counseling and Testing Center is open until 5:00 p.m. on weekdays and offers 24-hour crisis support via phone: 541-346-3227.
- The Duck Nest in the EMU provides a place for students to practice self-care and life-balance. It is staffed by peer wellness advocates and is open until 5:00 p.m. on Wednesday and until 7:00 p.m. on Thursday.
- Faculty and staff members affected by the demonstration are encouraged to utilize counseling services through the Employee Assistance Program (EAP) via phone, 800-433-2320, or online at hr.uoregon.edu/EAP.
- Supervisors needing assistance with a workplace issue arising from this demonstration should contact HR at 541-346-3159.

As President Michael Schill announced earlier this month, the School of Law and the School of Journalism and Communication will be working with other deans and UO leaders to develop a series of campus-wide panels and discussions about free speech this year.

Thank you,

Jayanth Banavar
Provost and Senior Vice President

Jamie Moffitt
Vice President for Finance and Administration and Chief Financial Officer

University of Oregon, 1585 E 13th Ave., Eugene, OR 97403
P: 541-346-1000

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From: Karen Hyatt
Sent time: 10/02/2017 02:14:52 PM
To: Krista Dillon
Subject: Re: [Demonstration Coordination] Demonstration Team Meeting - 10/4

Thanks. I'll chat with her about whether the time is right to talk about this Wednesday and let's assume not unless we let you know otherwise. Thanks again...

Karen

Sent from my iPhone

On Oct 2, 2017, at 2:11 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> She did give me a heads up, but I haven't done anything with it. I can reach back out to her to see if she is ok with us adding it to the agenda, unless you'd like to do that. We really just need a week or so to plan, so we can also still hold off.
> K

From: Karen Hyatt
Sent: Monday, October 2, 2017 2:08 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: Fwd: [Demonstration Coordination] Demonstration Team Meeting - 10/4

Hi, Krista - I'm just wondering if you and Betsy might have connected about the probability of Secretary Ryan Zinke being at the Oct. 28 football game in relation to doing any demonstration planning. I know Betsy is trying to keep this on the down low as much as possible especially if this is finalized as a private visit by a former UO football player/alum who happens to be a cabinet member, and I don't want to get in the way of that, AND I also wonder when the time is right to make appropriate preparations that reflect well on everyone. I'm curious about your thoughts, or if others she gave the heads up to a few weeks ago might be talking about this yet. I'm out of the office today but I'm glad to chat tomorrow...thanks.

Karen

Sent from my iPad

Begin forwarded message:

From: Krista Dillon <notifications@uoem.basecamphq.com>
Date: October 2, 2017 at 10:11:38 AM PDT
To: Karen Hyatt <khyatt@uoregon.edu>
Subject: [Demonstration Coordination] Demonstration Team Meeting - 10/4
Reply-To: Demonstration Coordination <U6855F78BEC0BP103608602-reply@uoem.basecamphq.com>

Reply ABOVE THIS LINE to add a comment to this message

Company: UO-Student Life
Project: Demonstration Coordination
Link: https://uoem.basecamphq.com/P103608602

Krista Dillon said:

> Hello,
> The demonstration team will be meeting this Wednesday, October

4th from 2-3 pm in the EMU Cedar Room. Below is our draft agenda, please let me know if you have anything else to add.
Thanks!
Krista

- Welcome & Intros
- Center for Bio-Ethical Reform Planning
- Demonstration Toolkit
- Others?

This message was sent to Alice Cary, Becca Puleo, Cassandra Moseley, Chuck Triplett, Douglas Park , James Stegall, James Stegall, James Wooten, Jason Wade, Jessi Steward, Joe Pedrola, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kelly McIver, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Marcus Langford, Matt Roberts, Phillip Carroll, Rick Haught, Simon Ditton, and Tobin Klinger.

Read the original message, view comments, and download attachments at:
https://uoem.basecamphq.com/P103608602

You can always check the Overview for the latest project activity:
https://uoem.basecamphq.com/projects/11416473/log

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https://uoem.basecamphq.com/people/6536820/prefers_text_emails?v=0

From: Kelly Pembleton
Sent time: 10/11/2017 05:39:24 PM
To: Krista Dillon
Cc: Lesley-Anne Pittard
Subject: RE: [Demonstration Coordination] Demonstration Team Meeting - Friday @ 11 am

---

Hi Krista,

Thanks so much for the invitation, and sorry that I missed you at this morning's SERMC meeting. We most definitely want to be involved in the work of the committee, so thank you for reaching out. I am copying in Lesley-Anne Pittard, our AVP for Campus and Community Engagement, as we'll need to discuss who the appropriate person would be to represent DEI in this work. Unfortunately, both she and I are unavailable at 11am this Friday, however, I could be there at 11:30 if you think arriving late would still be useful and not inappropriate.

Either way, please do keep us posted with any follow up from this meeting, and of any future meetings being scheduled.

Thanks!

Kelly

From: Krista Dillon
Sent: Wednesday, October 11, 2017 4:35 PM
To: Kelly Pembleton <kpemblet@uoregon.edu>
Subject: FW: [Demonstration Coordination] Demonstration Team Meeting - Friday @ 11 am

Hi Kelly,

In case you are available to attend.

K

From: Krista Dillon [mailto:notifications@uoem.basecamphq.com]
Sent: Wednesday, October 11, 2017 4:35 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: [Demonstration Coordination] Demonstration Team Meeting - Friday @ 11 am

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

Krista Dillon posted a new message:
Demonstration Team Meeting - Friday @ 11 am

Hello,

We need to get the demonstration team together to finalize plans for next week. The meeting will be this Friday at 11 am in the EMU, Room 107 - Dusty Miller Conference Room

I need the following groups to have representation at the meeting, please adjust your calendars.

- Student Life

- EMU

- Communications

- General Counsel

- UOPD

- Chief of Staff Liaisons

Agenda items include:

- review of current intelligence about the event

- finalize staffing plan

- finalize communication strategy

Also, we've heard that students may be planning a counter protest, if anyone has more information on this, please share with the group.

Thanks!

Krista

This message was sent to Alice Cary, Andre LeDuc, Anna Schmidt, Becca Puleo, Becky Girvan, Betsy Boyd, Cassandra Moseley, Chuck Triplett, Daphne Joubran, Don Morris, Douglas Park , Evey Lennon, Greg Stripp, James Stegall, James Stegall, James Wooten, Jason Wade, Jessi Steward, Jessica Price, Joe Pedrola, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kelly McIver, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Laurie Woodward, Marcus Langford, Matt Carmichael, Matt Roberts, Melanie Muenzer, Phillip Carroll, Rick Haught, Simon Ditton, and Tobin Klinger.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From: Kris Winter
Sent time: 10/10/2017 10:06:57 AM
To: Krista Dillon
Subject: Re: Controversial Demonstration

A draft. He was going to shop them by GC and Kyle. I asked to have them by noon.

Sent from my iPhone

On Oct 10, 2017, at 8:58 AM, Krista Dillon <kristam@uoregon.edu> wrote:

> I can stick around. Did you get talking points from Tobin?
> K
>
> **From:** Kris Winter
> **Sent:** Tuesday, October 10, 2017 8:54 AM
> **To:** Anna Schmidt <schmidta@uoregon.edu>
> **Cc:** Krista Dillon <kristam@uoregon.edu>
> **Subject:** Re: Controversial Demonstration
>
> Hi there.
> No volunteers from the demonstration team so looks like it will just be me. I think I can manage, unless you have someone chomping at the bit to join me.....
> I'm out ill today but will come in for this.
> - k
>
> Sent from my iPhone
>
> On Oct 9, 2017, at 5:02 PM, Anna Schmidt <schmidta@uoregon.edu> wrote:
>
> > Dear Kris,
> >
> > Here are the times for the Student Leaders meetings.
> > Would you like assistance in hitting them all up?
> >
> > Anna
> >
> > <image001.jpg>
> >
> > Anna Schmidt-MacKenzie, Ph.D.
> > Director of Residence Life and Educational Initiatives
> > University Housing | Student Services & Enrollment Management
> > University of Oregon
> > 1595 E 15th Avenue, Eugene, OR 97403-1220
> > p: 541-346-2674
> > e: schmidta@uoregon.edu
> > w: housing.uoregon.edu
> > NOTICE: This e-mail (including attachments) is covered by the Electronic Communications Privacy Act, 18 U.S.C._2510-2521, is confidential and may be privileged. If you are not the intended recipient, please be aware that any retention, dissemination, distribution, or copying of this communication is prohibited. Please reply to the sender that you have received the message in error, and then delete it and any attachments from your system. Thank you for helping to maintain privacy.
>
> **From:** Heather Kropf
> **Sent:** Monday, October 9, 2017 3:42 PM
> **To:** SA.HOU.ResLife_Live-In
> **Cc:** Anna Schmidt; Amber Buck; Michael Hardej
> **Subject:** RE: Controversial Demonstration
>
> Thanks all for a quick reply!

Anna, the locations and times are below. Please feel free to share with our staff anything else that might be helpful after you talk with the DOS staff!

KI 6-6:10 – Room 101
GSH 6:15-6:25 -- GSH 103
Carson/Bean 6:30-6:40 -- Bean East Conference room
Hamilton 6:45-6:55 -- Unthank 1st floor Lounge
Walton 7-7:10 – Schaffer Room
LLC/Earl 7:15-7:25 – Straub 151
Barn/Riley 7:35-7:45 – Barnhart first floor commons

Thank you all for your quick reply and patients on a very high impacted week with topics on your team meetings!
Heather

From: Anna Schmidt
Sent time: 10/10/2017 01:44:08 PM
To: Kris Winter
Cc: Krista Dillon
Subject: RE: Controversial Demonstration

Dear Kris,

Thanks so much—and Krista for helping too!
Do you need anything more at this time?

We have shared with our team that you'll be coming around to each hall at the below listed times-and I've provided you with access to the halls via your card (not all halls will need it such as Kalapuya or GSH, but for the others, Kris—your ID should work to let you in).

Anna

Anna Schmidt-MacKenzie, Ph.D.
Director of Residence Life and Educational Initiatives
University Housing | Student Services & Enrollment Management
University of Oregon
1595 E 15th Avenue, Eugene, OR 97403-1220
p: 541-346-2674
e: schmidta@uoregon.edu
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From: Kris Winter
Sent: Tuesday, October 10, 2017 10:08 AM
To: Anna Schmidt
Cc: Krista Dillon
Subject: Re: Controversial Demonstration

Also....Krista volunteered to help. :-)

Sent from my iPhone

On Oct 10, 2017, at 9:01 AM, Anna Schmidt <schmidta@uoregon.edu> wrote:

> Dear Kris,
>
> Thank you for the update. Given that you are ill—would you like for the Community Directors to have the talking points and cover them with their teams, and we can send a specific message out to those most impacted halls?
>
> I can also recommend that given the lack of volunteers, perhaps we visit the three most impacted halls and let the CDs cover the points with their teams individually?
>
> Let me know.
>
> Best,
>
> <image002.jpg>
>
> Anna Schmidt-MacKenzie, Ph.D.

Director of Residence Life and Educational Initiatives
University Housing | Student Services & Enrollment Management
University of Oregon
1595 E 15th Avenue, Eugene, OR 97403-1220
p: 541-346-2674
e: schmidta@uoregon.edu
w: housing.uoregon.edu
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From: Kris Winter
Sent: Tuesday, October 10, 2017 8:54 AM
To: Anna Schmidt
Cc: Krista Dillon
Subject: Re: Controversial Demonstration

Hi there.
No volunteers from the demonstration team so looks like it will just be me. I think I can manage, unless you have someone chomping at the bit to join me.....
I'm out ill today but will come in for this.
- k

Sent from my iPhone

On Oct 9, 2017, at 5:02 PM, Anna Schmidt <schmidta@uoregon.edu> wrote:

> Dear Kris,
>
> Here are the times for the Student Leaders meetings.
> Would you like assistance in hitting them all up?
>
> Anna
>
> <image001.jpg>
>
> Anna Schmidt-MacKenzie, Ph.D.
> Director of Residence Life and Educational Initiatives
> University Housing | Student Services & Enrollment Management
> University of Oregon
> 1595 E 15th Avenue, Eugene, OR 97403-1220
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From: Heather Kropf
Sent: Monday, October 9, 2017 3:42 PM
To: SA.HOU.ResLife_Live-In
Cc: Anna Schmidt; Amber Buck; Michael Hardej
Subject: RE: Controversial Demonstration

Thanks all for a quick reply!

Anna, the locations and times are below. Please feel free to share with our staff anything else that might be helpful after you talk with the DOS staff!

KI 6-6:10 – Room 101
GSH 6:15-6:25 -- GSH 103

Carson/Bean 6:30-6:40 -- Bean East Conference room
Hamilton 6:45-6:55 -- Unthank 1st floor Lounge
Walton 7-7:10 – Schaffer Room
LLC/Earl 7:15-7:25 – Straub 151
Barn/Riley 7:35-7:45 – Barnhart first floor commons

Thank you all for your quick reply and patients on a very high impacted week with topics on your team meetings!
Heather

From: Becca Puleo
Sent time: 10/11/2017 04:53:24 PM
To: Krista Dillon
Subject: Draft CBR IAPs
Attachments: Day 1 CBR_Board_Senate IAP 100417.doc Day 2 CBR Genocide Project IAP 100417.doc

---

Here are drafts.

Becca Puleo
Emergency Management Specialist
Safety and Risk Services | University of Oregon
1260 University of Oregon | Eugene, OR 97403-1260
Office: 541.346.9211 | Fax: 541.346.7008

2017 Genocide Project Display

DRAFT

INCIDENT ACTION PLAN

UNIVERSITY OF OREGON

Incident Name: **2017 Genocide Project Display**

Date/Time Plan Prepared: 10/11/2017

Operational Period Covered by Plan: 10/18/17 0800 – 10/19/17 2000

Date:	**10/18/17** (Start)	**10/19/17** (Finish)
Time:	**0800** (Start)	**2000** (Finish)

☒ Incident Objectives (ICS 202)	☒ Organization Assignment List (ICS 203)	☐ Division/Group Assignment(s) (ICS 204e)
☐ Communications Plan (ICS-205)	☐ Medical Plan (ICS 206)	☐ Incident Organizational Chart (ICS 207)
☐ Safety/Health Message (ICS223)	☐ Scheduled Events	☐
☐	☐	☐

PREPARED BY: Becca Puleo

REVIEWED BY: Krista Dillon

APPROVED BY: Andre Le Duc

Emergency MANAGEMENT PROGRAM

Day 1 CBR_Board_Senate IAP 100417.doc

INCIDENT OBJECTIVES ICS 202	1. INCIDENT NAME: 2017 Genocide Project	2. DATE 10/18-19/17	3. Time 0800

4. OPERATIONAL PERIOD: 10/18/17 0800 – 2000

5. General Control Objectives for the Incident (include alternatives)

OBJECTIVE 1: Maintain a safe environment around the display

OBJECTIVE 2: Maintain normal campus operations and functions.

OBJECTIVE 3: Maintain situational awareness of potential issues on campus.

6. Situation Summary

The Genocide Awareness Project (GAP) is a mobile display that juxtaposes images of aborted embryos and fetuses with images of victims of historical and contemporary genocides and other injustices. This project is sponsored by the Center for Bio-Ethical Reform's. The project involves very large displays that will be on the east lawn of the EMU. The content of the display may be difficult for people and may result in counter-protests.

On this day, two additional groups are convening that may experience protests or demonstrations:

1. UO Board of Trustees conference call be hosted in EMU ___ room from 10:45 to 11:45 am.
2. Faculty Senate meeting in EMU Crater Lake rooms (145 & 146) from 3:00 to 5:00 pm.

Contact information for these events are designated separately on the 203.

7. General Safety Message

8. Attachments (mark if attached)

✓	Organization Assignment List **ICS 203**		Division Assignments **ICS 204e**		Medical Plan

9. Prepared by (PSC)	10. Approved by (IC)
Krista Dillon	

UO – ORGANIZATION ASSIGNMENT LIST

ICS 203

1. Incident Name: **2017 Genocide Project**

2. Date: **10/18/17**

3. Time: **0800**

4. Operational Period: 10/18/17

5. UO –COMMAND STAFF

Position	Name	Phone (541)
Incident Commander	TBD	
Public Information Officer	Tobin Klinger	
Safety Officer		
Agency Administrator	Andre Le Duc	

6. PLANNING SECTION

Position	Name	Phone
Chief	Krista Dillon	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. LOGISTICS SECTION

Position	Name	Phone
Chief		
A. Service Branch		
Communication Unit		
B. Support Branch		
Supply Unit Leader		
Facilities Unit Leader		

8. FINANCE SECTION

Position	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. POLICE		
Branch Director		
B. STUDENT LIFE		
Branch Director	Kris Winter	
	Kathie Stanley	
	Women's Ctr. Staff	
C. GENERAL COUNSEL		
Branch Director	Doug Park	
	Kevin Reed	
D. GOVERNMENT RELATIONS		
Branch Director	Matt Roberts	
E. EMU		
Branch Director	Jessi Steward	
	Rick Haught	
BOARD CALL 10:45 – 11:45 AM		
FACULTY SENATE 3:00 – 5:00 PM		

Protest Information

Eugene Antifa social media:

"TN based anti-abortion group will be setting up a display on the EMU green from 8am-5pm on October 18th and 19th. Prepare to #ShutItDown University of #Oregon at #Eugene @uoregon @SURJSpfldEug @CascadiaFD https://t.co/xoQF49OlID";

Original Tweet: https://twitter.com/eugeneantifa/status/917875525795815424



Eugene Antifa posted a message regarding the CBR's planned protest at Lane Community College:



Day 1 CBR_Board_Senate IAP 100417.doc

Disruptive Behavior Guidelines

The following are basic guidelines for disruptive behavior:

- Activity cannot disrupt normal university business
- Activity cannot exceed posted occupancy load for the space
- Activity cannot block means of egress of the space
- Signs must be attended at all times
- Sticks are not allowed in the building
- Amplified sound is not allowed in the building

Responding to an Incident

The Demonstration Coordination Basecamp project will be used for information sharing leading up to and during the speech. Emerging incidents will be tracked using the Basecamp project.

Definition: An incident or emergency has occurred that strains assigned public safety resources at the event and more resources are needed to stabilize the incident. The nature of the incident(s) may warrant the establishment of an Incident Command Post(s) (ICP) in the field. Incidents will be managed using Unified Command between the appropriate department/unit from the University of Oregon and the City of Eugene or as appropriate to the incident (Public health, Hazmat, etc). Under the unified command structure, these individuals would serve to jointly determine incident public safety objectives, strategies, tactics, plans, and priorities and work together to execute integrated operation and incident action plans and maximize the use of assigned resources.

The development of an incident specific incident action plan should be started by the Incident Management Team as soon as possible.

Talking Points - In Case of Disruption During Official UO Business

Meeting Facilitator:
We respect your right to voice your opinion and appreciate your passion. I ask that you allow this event to continue.

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to those who gathered for this event. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the Code of Conduct.

CONFIDENTIAL — DO NOT DISTRIBUTE — CONFIDENTIAL

Planned Activities

Event	Date/Time	Location
Opportunities in Sciences 2017	Oct. 18th 3:00 – 5:00 pm	Redwood Auditorium (EMU 214)

2017 Genocide Project Display

DRAFT

INCIDENT ACTION PLAN

UNIVERSITY OF OREGON

Incident Name: **2017 Genocide Project Display**

Date/Time Plan Prepared: 10/11/2017

Operational Period Covered by Plan: 10/18/17 0800 – 10/19/17 2000

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Time:	**0800** Start	**2000** Finish

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☐ Safety/Health Message (ICS223)	☐ Scheduled Events	☐
☐	☐	☐

PREPARED BY: Becca Puleo

REVIEWED BY: Krista Dillon

APPROVED BY: Andre Le Duc

Emergency MANAGEMENT PROGRAM

INCIDENT OBJECTIVES ICS 202	1. INCIDENT NAME: 2017 Genocide Project	2. DATE 10/18-19/17	3. Time 0800

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A. Service Branch		
Communication Unit		
B. Support Branch		
Supply Unit Leader		
Facilities Unit Leader		

8. FINANCE SECTION

Position	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. POLICE		
Branch Director		
B. STUDENT LIFE		
Branch Director	Kris Winter	
	Kathie Stanley	
	Women's Ctr. Staff	
C. GENERAL COUNSEL		
Branch Director	Doug Park	
	Kevin Reed	
D. GOVERNMENT RELATIONS		
Branch Director		
E. EMU		
Branch Director	Jessi Steward	
	Rick Haught	

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Meeting Facilitator:

We respect your right to voice your opinion and appreciate your passion. I ask that you allow this event to continue.

_____

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_____

Your actions are disrespectful to those who gathered for this event. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the Code of Conduct.

Planned Activities

Event	Date/Time	Location
The Great ShakeOut	Oct. 19th 10:30 am – 12:00 pm	EMU Amphitheater
Romance Languages Opportunity Fair	Oct. 19th 12:00 – 3:00 pm	Redwood Auditorium (EMU 214)
General Membership Meeting	Oct. 19th 5:00 – 7:00 pm	Gerlinger Lounge
Weaving New Beginnings	Oct. 19th 5:30 – 7:30 pm	EMU Ballroom and Gumwood (244 & 245)
Ducks After Dark	Oct. 19th 8:15 – 11:30 pm	Redwood Auditorium (EMU 214)

From: Tobin Klinger
Sent time: 10/10/2017 03:16:38 PM
To: Kris Winter; Krista Dillon; Sandee Bybee
Subject: DRAFT Talking Points
Attachments: Free Speech Talking Points.docx

All,

Here are talking points for use tonight.

I would not use them as any kind of handout today… as they'll need to be fully vetted by the GC's office, etc. You can tell folks that once they are finalized, we'll email them for distribution.

Thanks!

Tobin

Free Speech Talking Points.docx

DRAFT TALKING POINTS
Genocide Awareness Project
Oct. 18-19

- The Center for Bio-Ethical Reform is a group that brings movable displays to locations across the country, referred to as "The Genocide Awareness Project."
- This is reported to be an anti-abortion display and contains graphic and disturbing images. These displays are coming to our campus October 18 & 19 in the EMU Green.
- This group prides itself on not only shocking passers-by, but also in eliciting a response that can be used to galvanize those who are also anti-choice.
- Although our community may disagree with this form of speech is, it is no less protected than any other.
- The University of Oregon strongly values free speech and academic freedom. This is a case where a group is seeking to exploit our commitment to free speech on campus to stir emotions and ignite controversy. The use of one of our open spaces by this group illustrates the university's content-neutral approach to facilities use and demonstrations.
- The organizers behind this display are savvy. They have followed the very letter of university policy so that they may "cry foul" at the very whiff of a content-based decision related to their appearance on campus.
- The images the group uses can be extremely shocking and may well be a trigger for those with experiences related to the subject matter.
- The university urges our students, faculty and staff to rise above their shock tactics and avoid the area as much as possible between 9-4:30pm on Oct. 18 and 19. If that is not possible, we urge everyone to avoid engaging, if the content of the group's message is at odds with your own views.
- Support resources are available to students:
    - Dean of Students staff will be available for drop-in support available on 10/18 & 10/19 at the Women's Center in the EMU. Students may visit drop in hours after these dates at the Dean of Students Office in 164 Oregon Hall from 1-5pm on business days.

- University Counseling & Testing Center is open until 5pm on week days and offers 24-hour crisis support via phone; 541-346-3227
- Duck Nest in EMU provides a place for students to practice self-care and life-balance. It is staffed by Peer Wellness Advocates and is open until 5pm on 10/18 and until 7 p.m. on 10/19.
- Impacted faculty and staff are encouraged to utilize counseling services through the Employee Assistance Program (EAP).

From: Kris Winter
Sent time: 10/13/2017 05:01:45 PM
To: Tobin Klinger; Kyle Henley; Kevin Marbury; Kevin Reed
Cc: Krista Dillon
Subject: Draft - student letter
Attachments: PreGAP letter.docx

Hi,
Here is what I came up with.
We should probably push this out Monday afternoon….Tuesday at the latest.
Tobin and Kevin M., will you take it from here?
-Kris

UNIVERSITY OF OREGON
Kris Winter
Associate Vice President for Student Life & Dean of Students
Office of the Dean of Students
University of Oregon
http://uodos.uoregon.edu

This week we will have a controversial group visiting campus. This group brings movable visual displays across campuses nationwide that contain graphic images. The images the group uses can be shocking and the university encourages those who may be offended by these images to avoid the EMU Green as much as possible between 9 a.m. - 4:30 p.m. on Oct. 18 and 19.

There has been a lot of discussion across the country and on our very campus regarding free speech. This purpose of this email is twofold: 1) To give you information that may help you to understand why this group is allowed on campus, and 2) to talk about support resources available to you.

The University of Oregon strongly values free speech and academic freedom, and this is a case where the content – though likely offensive to many – is protected under the First Amendment. The university is a public entity and so our constitution forbids us from restricting expression due to content, even if we find the way in which content is displayed to be offensive.

As a reminder, the first amendment protects speech, not action. Nonviolent speech and protests are appropriate ways to air views on a wide variety of topics. There is no constitutional right for citizens to engage in civil disobedience without experiencing consequences. The UO Student Conduct Code prohibits actions that endangers, threatens or harms the health and safety of another person, or interfere with the rights of others. Students who violated the code will be referred to the Office of Student Conduct and Community Standards.

All of this being said, it is important to acknowledge that our first amendment rights have the potential to cause hurt feelings, offend or beliefs, or insult our values. While the university cannot restrict these rights, we can offer resources and support services to help our UO community respond with the unease with the distress that the free and open exchange of ideas can bring.

- Dean of Students staff will be available for drop-in support available on 10/18 & 10/19 at the Women's Center in the EMU. Students may visit drop in hours after these dates at the Dean of Students Office in 164 Oregon Hall from 1-5pm on business days.
- University Counseling & Testing Center is open until 5pm on week days and offers 24-hour crisis support via phone; 541-346-3227
- Duck Nest in EMU provides a place for students to practice self-care and life-balance. It is staffed by Peer Wellness Advocates and is open until 5pm on 10/18 and until 7 p.m. on 10/19.
- Impacted faculty and staff are encouraged to utilize counseling services through the Employee Assistance Program (EAP) via phone 800-433-2320 or web hr.uoregon.edu/EAP.
- Supervisors needing assistance with a workplace issue arising from this demonstration should contact HR at 541-346-3159.

From: Kris Winter
Sent time: 10/16/2017 08:24:46 AM
To: Krista Dillon
Subject: FYI - flyers
Attachments: Content warning_GAP flyer.docx

This is the text that will be on the flyers.

I have secured volunteers from the religious advisors association (mainly Hillel – Andy reached out wanting to help in some way). This may include some of their students.

I am having 600 copies made.
-k.

Kris Winter
Associate Vice President for Student Life & Dean of Students
Office of the Dean of Students
University of Oregon
http://uodos.uoregon.edu

Content warning: There is a display ahead that contains graphic images.

The university encourages those who may be offended by such images to avoid the EMU Green as much as possible between 9 a.m. - 4:30 p.m. on Wednesday and Thursday.

The University of Oregon strongly values free speech and academic freedom, and this is a case where the content – though likely offensive to many – is protected under the First Amendment. The university is a public entity and cannot restrict expression on the basis of its viewpoint. This group has filed the appropriate paperwork and met the requisite requirements to have their displays on our campus.

It is important to acknowledge that some speech, even if legal, has the potential to cause hurt feelings, offend our beliefs, or insult our values. While the university cannot restrict these rights, we can offer resources and support services to help our UO community respond with any unease and distress that the free and open exchange of ideas can bring.

- Dean of Students staff will be available for drop-in support available on Wednesday and Thursday at the Women's Center in the EMU. Students may visit drop in hours after these dates at the Dean of Students Office in 164 Oregon Hall from 1-5 p.m. on business days.
- University Counseling & Testing Center is open until 5 p.m. on weekdays and offers 24-hour crisis support via phone; 541-346-3227
- Duck Nest in EMU provides a place for students to practice self-care and life-balance. It is staffed by Peer Wellness Advocates and is open until 5 p.m. on Wednesday and until 7 p.m. on Thursday.
- Impacted faculty and staff are encouraged to utilize counseling services through the Employee Assistance Program (EAP) via phone 800-433-2320 or web hr.uoregon.edu/EAP.
- Supervisors needing assistance with a workplace issue arising from this demonstration should contact Human Resources at 541-346-3159.

From: Kris Winter
Sent time: 10/13/2017 01:33:26 PM
To: SL Student Life Leadership Team
Cc: Krista Dillon
Subject: FW: Student Life Leadership & Demonstration Team Shift Sign up

---

Hello!
We are looking for staff to assist the demonstration team staff the Center for Bio-Ethical Reform display next Wednesday and Thursday. The role of the demonstration team is to be available to answer questions campus community members may have about why the group is on campus. We have a set of talking points and we will do a quick briefing with staff as they arrive for their shift. Demonstration team will be instructed to leave the area should an incident occur or if the situation become unsafe. UOPD will also be staffing the event. We are looking for 2 people total between 8 am and 11am and then 4 people from 11 am to 5 pm. The doodle poll is set up to allow up to four people to sign up for slots. Please note that if there are already two people signed up before 11, we are set, no need to sign up. If you have questions, feel free to reach out to Kevin, Kris, or I.

https://beta.doodle.com/poll/p8kaki6gmpyt4dx2

Thanks!
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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From: Krista Dillon
Sent time: 10/13/2017 12:48:51 PM
To: Krista Dillon
Subject: FW: Draft IAP
Attachments: CBR_ IAP 101217.doc

Introduction
Marcus, James W, Matt C, Krista, Andre, Kelly, Tobin, Betsy, Kris, Chuck, Melanie, James S, Alice, Don, Rick, Karen Hyatt, Laurie W, Kevin, Bryan, Cass,
Situation report
Board meeting
Facu senate
Updates on student protest? – LCC One item was that no one knew it was coming – didn't know how to avoid it. President issued apology to campus. Concerned about body cameras on genocide project.
Communications plan: SL & SRS talked with RAs. Talking points To EMU staff – all student employee meeting last night. Director of women's center meeting with their employees. SL working with Amy Schenk email to student groups likely to be impacted with groups to offer time to sit down and talk. Kris & Kevin M – going to send out email to students in general. K Reed – update talking points – body cams & epithets. Included in messaging. Basis for communication in around the O on Tuesday workplace edition. Kris, Kevin 2 talking to Emerald about the story coming. New administrators list potentially for fac/staff – let employees know about this. KR – concerns about use of all campus email – keep for natural disasters and giving it energy that we don't want it to have. Students for Choice holding signs – content warning ahead. Handout with why on campus and then resources ***Action need this handout.
Deadline of communication is Monday. Kris – is student handout staffing squared away.

If arrive early – policy decision – what is our direction.. Let them be or kick them off
What are you going to do when they jump over the barrier.
Genocide folks – protect us from assault and no one can jump over barricade. Be prepared for barricade issue.
GC join us on Monday with Jayanth briefing. Student Life – join meeting as well.

Plan Review
Talking Points
Rick – all coming from one philosophical direction – students who may agree ideologically speaking.
Matt C – preparation for all the outcomes biggest key for campus police is to have the policy and decision makers in place for not so easy outcomes.
Kassy – notes for talking points. Are we having additional LE? Likely not available. Response time for critical incident will be extended.
Andre – serving as Agency admin with Melanie and Jayanth. Wed is walk out day for county employees.
Kelly – Prepared for epithets – Kevin will get some guidance – what violates policy and body camera
Alice – display comes down at night. Tactical set up.
Melanie – communication concerns – run our plan by president at lcc, get her opinion. Tobin connect.

Text group for demo team

From: Krista Dillon
Sent: Thursday, October 12, 2017 7:37 PM
To: Andre Le Duc <leduc@uoregon.edu>
Subject: Draft IAP

Here is the draft IAP for your quick review.

Also, here's a list of remaining to-do items:

- Final talking points – Kyle/Tobin
- Determine Demo team assigned to shifts – in meeting tomorrow
- Have UOPD complete 204s
- IMT agenda for Monday's overview – get potential volunteers for EOC
- Reach out to Clark about getting Milestone set up on projectors Wednesday morning.

I've got planning covered for the EOC.
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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2017 Genocide Project Display

DRAFT

INCIDENT ACTION PLAN

UNIVERSITY OF OREGON

Incident Name: **2017 Genocide Project Display**

Date/Time Plan Prepared: 10/11/2017

Operational Period Covered by Plan: 10/18/17 0800 – 10/19/17 2000

Date:	**10/18/17** Start	**10/19/17** Finish
Time:	**0800** Start	**2000** Finish

☒ Incident Objectives (ICS 202)	☒ Organization Assignment List (ICS 203)	☐ Division/Group Assignment(s) (ICS 204e)
☐ Communications Plan (ICS-205)	☐ Medical Plan (ICS 206)	☐ Incident Organizational Chart (ICS 207)
☐ Safety/Health Message (ICS223)	☐ Scheduled Events	☐
☐	☐	☐

PREPARED BY: Becca Puleo

REVIEWED BY: Krista Dillon

APPROVED BY: Andre Le Duc

Emergency MANAGEMENT PROGRAM

INCIDENT OBJECTIVES ICS 202	1. INCIDENT NAME: 2017 Genocide Project	2. DATE 10/18-19/17	3. Time 0800

4. OPERATIONAL PERIOD: 10/18/17 0800 – 2000

5. General Control Objectives for the Incident (include alternatives)

OBJECTIVE 1: Maintain a safe environment around the display

OBJECTIVE 2: Maintain normal campus operations and functions.

OBJECTIVE 3: Maintain situational awareness of potential issues on campus.

6. Situation Summary

The Genocide Awareness Project (GAP) is a mobile display that juxtaposes images of aborted embryos and fetuses with images of victims of historical and contemporary genocides and other injustices. This project is sponsored by the Center for Bio-Ethical Reform's. The project involves very large displays that will be on the east lawn of the EMU. The content of the display may be difficult for people and may result in counter-protests.

On this day, two additional groups are convening that may experience protests or demonstrations:

1. UO Board of Trustees conference call be hosted in EMU ___ room from 10:45 to 11:45 am.
2. Faculty Senate meeting in EMU Crater Lake rooms (145 & 146) from 3:00 to 5:00 pm.

Contact information for these events are designated separately on the 203.

7. General Safety Message

8. Attachments (mark if attached)

✓	Organization Assignment List **ICS 203**		Division Assignments **ICS 204e**		Medical Plan

9. Prepared by (PSC)	10. Approved by (IC)
Krista Dillon	

UO – ORGANIZATION ASSIGNMENT LIST

ICS 203

1. Incident Name: **2017 Genocide Project**

2. Date: **Wed. 10/18/17**

3. Time: **0800**

4. Operational Period: **Wednesday 10/18/17**

5. UO –COMMAND STAFF

Position	Name	Phone (541)
Incident Commander	Krista Dillon	
Public Information Officer	Tobin Klinger	
Safety Officer		
Agency Administrator	Andre Le Duc	

6. PLANNING SECTION

Position	Name	Phone
Chief	James Wooten	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. LOGISTICS SECTION

Position	Name	Phone
Chief		
A. Service Branch		
Communication Unit		
B. Support Branch		
Supply Unit Leader		
Facilities Unit Leader		

8. FINANCE SECTION

Position	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. POLICE		
Branch Director		
B. STUDENT LIFE		
Branch Director	Kris Winter	
	Kathie Stanley	
	Women's Ctr. Staff	
C. GENERAL COUNSEL		
Branch Director	Doug Park	
	Kevin Reed	
D. GOVERNMENT RELATIONS		
Branch Director	Matt Roberts	
E. EMU		
Branch Director	Jessi Steward	
	Rick Haught	
BOARD CALL 10:45 – 11:45 AM – EMU 340		
On-Site	Krista Dillon	
On-Site	Kassy Fisher	
On-Site	Jennifer LaBelle	
Remote	Angela Wilhelms	
FACULTY SENATE 3:00 – 5:00 PM – EMU CRATER LAKE		
	Krista Dillon	
	Demo 2	
	UOFMO	

UO – ORGANIZATION ASSIGNMENT LIST

ICS 203

1. Incident Name: **2017 Genocide Project**

2. Date: **Thurs. 10/19/17**

3. Time: **0800**

4. Operational Period: **Thursday 10/19/17**

5. UO –COMMAND STAFF

Position	Name	Phone (541)
Incident Commander	Krista Dillon	
Public Information Officer	Tobin Klinger	
Safety Officer		
Agency Administrator	Andre Le Duc	

6. PLANNING SECTION

Position	Name	Phone
Chief	Becca Puleo	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. LOGISTICS SECTION

Position	Name	Phone
Chief		
A. Service Branch		
Communication Unit		
B. Support Branch		
Supply Unit Leader		
Facilities Unit Leader		

8. FINANCE SECTION

Position	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. POLICE		
Branch Director		
B. STUDENT LIFE		
Branch Director	Kris Winter	
	Kathie Stanley	
	Women's Ctr. Staff	
C. GENERAL COUNSEL		
Branch Director	Doug Park	
	Kevin Reed	
D. GOVERNMENT RELATIONS		
Branch Director		
E. EMU		
Branch Director	Jessi Steward	
	Rick Haught	

DIVISION ASSIGNMENT LIST	1. BRANCH	2. DIVISION/GROUP
ICS 204	**Board Meeting**	

3. INCIDENT NAME	4. OPERATIONAL PERIOD			
Genocide Project	Date:	10/18/17	Time:	10:45 – 11:45

5. OPERATIONS PERSONNEL

Operations Chief		Division/Group Supervisor	
Branch Director			

6. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
	Krista Dillon				
	Kassy Fisher				
	Jennifer LaBelle				
	Angela Wilhelms				

7. ASSIGNMENTS

Two demonstration team members will be on site for the public listening session of the Board's Conference call on Knight Campus. The presenters and the Board Secretary will be presenting from a different location. Board staff in EMU Board Room will mute the phone. Should a disruption occur, the demonstration team members will use the meeting disruption script. Public and the press are invited to the Board Room to listen into the session.

8. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

9. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	10. BRANCH	11. DIVISION/GROUP
ICS 204	Faculty Senate	

12. INCIDENT NAME	13. OPERATIONAL PERIOD			
Genocide Project	Date:	10/18/17	Time:	2:45 – 5:00 pm

14. OPERATIONS PERSONNEL

Operations Chief		Division/Group Supervisor	
Branch Director			

15. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
	Krista Dillon				
	Demo Team TBD				
	Melanie Muenzer				
	Greg Stripp				
	UOFMO TBD				

16. ASSIGNMENTS

The Faculty Senate invited the student who organized the disruption of the President's State of the University speech to attend their meeting. Members of the demonstration team met with Senate leadership to review options in the event of a disruption. Senate leadership is designated as the lead for dealing with any disruption. Demonstration team members will be on site to observe. In addition, a member of the Fire Marshal's office will be on standby to report to the Crater Lake room should students turn up in large numbers exceeding the room occupancy.

17. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

18. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	19. BRANCH	20. DIVISION/GROUP
ICS 204	**Demonstration Team**	

21. INCIDENT NAME	22. OPERATIONAL PERIOD			
Genocide Project	Date:	10/18/17	Time:	8:00 am – 5:00 pm

23. OPERATIONS PERSONNEL			
Operations Chief		Division/Group Supervisor	
Branch Director			

24. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
	TBD				
	TBD				
	TBD				
	TBD				

25. ASSIGNMENTS

Four Demonstration Team members will staff the display to monitor the situation at all times. Members will wear safety vests to be easily identifiable. Team members will have copies of talking points to be able to address concerns from students, faculty, staff and community members. Team members will NOT interact with protestors who are disruptive or violent. Should the situation become unsafe, Demonstration Team members will remove themselves and other members from the area immediately.

26. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

A Break room is available in Esslinger room XXX. The keycode to the door is XXXX. Bottled water and light snacks will be available there.

27. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	28. BRANCH		29. DIVISION/GROUP	
ICS 204	Demonstration Team			
30. INCIDENT NAME	31. OPERATIONAL PERIOD			
Genocide Project	Date:	10/19/17	Time:	8:00 am – 5:00 pm

32. OPERATIONS PERSONNEL			
Operations Chief		Division/Group Supervisor	
Branch Director			

33. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
	TBD				
	TBD				
	TBD				
	TBD				
	TBD				

34. ASSIGNMENTS

Four Demonstration Team members will staff the display to monitor the situation at all times. Members will wear safety vests to be easily identifiable. Team members will have copies of talking points to be able to address concerns from students, faculty, staff and community members. Team members will NOT interact with protestors who are disruptive or violent. Should the situation become unsafe, Demonstration Team members will remove themselves and other members from the area immediately.

35. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

A Break room is available in Esslinger room XXX. The keycode to the door is XXXX. Bottled water and light snacks will be available there.

36. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	37. BRANCH	38. DIVISION/GROUP
ICS 204	UOPD	

39. INCIDENT NAME	40. OPERATIONAL PERIOD			
Genocide Project	Date:	10/19/17	Time:	8:00 am – 5:00 pm

41. OPERATIONS PERSONNEL			
Operations Chief		Division/Group Supervisor	
Branch Director			

42. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
	TBD				
	TBD				
	TBD				
	TBD				

43. ASSIGNMENTS

Insert uopd assignments.

44. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

A Break room is available in Esslinger room XXX. The keycode to the door is XXXX. Bottled water and light snacks will be available there.

45. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	46. BRANCH		47. DIVISION/GROUP	
ICS 204	UOPD			
48. INCIDENT NAME	49. OPERATIONAL PERIOD			
Genocide Project	Date:	10/19/17	Time:	8:00 am – 5:00 pm

50. OPERATIONS PERSONNEL			
Operations Chief		Division/Group Supervisor	
Branch Director			

51. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
	TBD				
	TBD				
	TBD				
	TBD				
	TBD				

52. ASSIGNMENTS

Insert UOPD assignments

53. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

A Break room is available in Esslinger room XXX. The keycode to the door is XXXX. Bottled water and light snacks will be available there.

54. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	55. BRANCH		56. DIVISION/GROUP	
ICS 204	EOC			
57. INCIDENT NAME	58. OPERATIONAL PERIOD			
Genocide Project	Date:	10/18/17	Time:	8:00 am – 5:00 pm

59. OPERATIONS PERSONNEL			
Operations Chief		Division/Group Supervisor	
Branch Director			

60. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
Planning Section Chief	James Wooten				
CGIS	Ken Kato				

61. ASSIGNMENTS

The EOC will be warm. Limited EOC staff will monitor activities at the display area and capture activities in Basecamp. Be prepared to ramp up EOC if requested by the Incident Commander or Agency Administrator.

62. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

A Break room is available in Esslinger room XXX. The keycode to the door is XXXX. Bottled water and light snacks will be available there.

63. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

DIVISION ASSIGNMENT LIST	64. BRANCH	65. DIVISION/GROUP
ICS 204	EOC	

66. INCIDENT NAME	67. OPERATIONAL PERIOD			
Genocide Project	Date:	10/19/17	Time:	8:00 am – 5:00 pm

68. OPERATIONS PERSONNEL

Operations Chief		Division/Group Supervisor	
Branch Director			

69. RESOURCES ASSIGNED THIS PERIOD — "X" indicates 204a attachment with special instructions ↓

Strike Team/Task Force/Resources Designator	Leader	Contact Information	Number Persons	Notes & Remarks	
Planning Section Chief	Becca Puleo			8:00 – 12:15 pm & 2:00 pm – 5:00 pm	
CGIS	Ken Kato			12:15 – 2:00 pm	

70. ASSIGNMENTS

The EOC will be warm. Limited EOC staff will monitor activities at the display area and capture activities in Basecamp. Be prepared to ramp up EOC if requested by the Incident Commander or Agency Administrator.

71. SPECIAL INSTRUCTIONS FOR GROUP/DIVISION

A Break room is available in Esslinger room XXX. The keycode to the door is XXXX. Bottled water and light snacks will be available there.

72. DIVISION/GROUP COMMUNICATIONS SUMMARY

Function	Frequency	System	Channel		Function	Frequency	System	Channel
Command					Logistics			
Tactical Div/Group								

Prepared By:	Approved By:(Planning Sections Chief)	Date:	Time:

Protest Information

Eugene Antifa social media:

"TN based anti-abortion group will be setting up a display on the EMU green from 8am-5pm on October 18th and 19th. Prepare to #ShutItDown University of #Oregon at #Eugene @uoregon @SURJSpfldEug @CascadiaFD https://t.co/xoQF49OlID";

Original Tweet: https://twitter.com/eugeneantifa/status/917875525795815424



Eugene Antifa posted a message regarding the CBR's planned protest at Lane Community College:



Official Talking Points

- INSERT OFFICIAL TALKING POINTS

Disruptive Behavior Guidelines

The following are basic guidelines for disruptive behavior:

- Activity cannot disrupt normal university business
- Activity cannot exceed posted occupancy load for the space
- Activity cannot block means of egress of the space
- Signs must be attended at all times
- Sticks are not allowed in the building
- Amplified sound is not allowed in the building

Responding to an Incident

The Demonstration Coordination Basecamp project will be used for information sharing leading up to and during the speech. Emerging incidents will be tracked using the Basecamp project.

Definition: An incident or emergency has occurred that strains assigned public safety resources at the event and more resources are needed to stabilize the incident. The nature of the incident(s) may warrant the establishment of an Incident Command Post(s) (ICP) in the field. Incidents will be managed using Unified Command between the appropriate department/unit from the University of Oregon and the City of Eugene or as appropriate to the incident (Public health, Hazmat, etc). Under the unified command structure, these individuals would serve to jointly determine incident public safety objectives, strategies, tactics, plans, and priorities and work together to execute integrated operation and incident action plans and maximize the use of assigned resources.

The development of an incident specific incident action plan should be started by the Incident Management Team as soon as possible.

Talking Points - In Case of Disruption During Official UO Business

Meeting Facilitator:
We respect your right to voice your opinion. I ask that you allow this event to continue.

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to those who gathered for this event. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the UO's Proscribed Conduct Policy and the Student Code of Conduct.

Planned Activities

Event	Date/Time	Location
UO Board of Trustees Conference Call	Oct. 18th 11:00 – 11:30 am	EMU Board Room
Opportunities in Sciences 2017	Oct. 18th 3:00 – 5:00 pm	Redwood Auditorium (EMU 214)
Faculty Senate Meeting	Oct. 18th 3:00 – 5:00 pm	EMU Crater Lake Room
The Great ShakeOut	Oct. 19th 10:30 am – 12:00 pm	EMU Amphitheater
Ducks Love Dogs	Oct. 19th 11:00 – 3:00 pm	Memorial Quad
Romance Languages Opportunity Fair	Oct. 19th 12:00 – 3:00 pm	Redwood Auditorium (EMU 214)
PPPM Fall Seminar	Oct. 19th 3:00 pm	EMU Diamond Lake Room
Global Works International Internships	Oct. 19th 3:00 pm	EMU Mills Center
Weaving New Beginnings	Oct. 19th 5:30 – 7:30 pm	EMU Ballroom and Gumwood (244 & 245)
Body by Bellydance	Oct. 19th 5:30 pm	Gerlinger Lounge
Ducks After Dark	Oct. 19th 8:15 – 11:30 pm	Redwood Auditorium (EMU 214)

Policy Group Availability

The following members of the Policy Group who are available during the event include:

- President
- Provost
- Vice President for Communications
- Vice President and General Counsel
- Vice President for Student Life
- President's Chief of Staff
- Provost's Chief of Staff

The following members of the Policy Group who are NOT available during the event include:

- Vice President for Finance and Admin
- Vice President for Enrollment Management

From: Greg Stripp
Sent time: 10/11/2017 09:55:00 AM
To: Krista Dillon; Andre Le Duc
Subject: FW: [Demonstration Coordination] Meeting Disruption Script

---

Thank you. I have spoken with Kyle and Kevin, and this progression works very well. Good to go from our end.

How do we plan to distribute to meeting leaders?

From: Krista Dillon <notifications@uoem.basecamphq.com>
Reply-To: Demonstration Coordination <UC35909E58FA2P103697804-reply@uoem.basecamphq.com>
Date: Wednesday, October 11, 2017 at 8:14 AM
To: Greg Stripp <stripp@uoregon.edu>
Subject: [Demonstration Coordination] Meeting Disruption Script

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

Krista Dillon posted a new message:
Meeting Disruption Script

Hello,

We've drafted a basic script in the event that UO events and meetings. Please review and let me know if you have any edits. The idea is that you say the first one, pause for a certain amount of time and move onto the next one.

Thanks!

Krista

In Case of Disruption During Official UO Business

Last modified 11:21 am/Oct. 10, 2017

Meeting Facilitator:

We respect your right to voice your opinion and appreciate your passion. I ask that you allow this event to continue.

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

Your actions are disrespectful to those who gathered for this event. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the Code of Conduct.

This message was sent to Alice Cary, Andre LeDuc, Anna Schmidt, Becca Puleo, Becky Girvan, Betsy Boyd, Cassandra Moseley, Chuck Triplett, Daphne Joubran, Devon Shea, Don Morris, Douglas Park , Evey Lennon, Greg Stripp, James Stegall, James Stegall, James Wooten, Jason Wade, Jessi Steward, Jessica Price, Joe Pedrola, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kelly McIver, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Kyle Henley, Lauren Miller, Laurie Woodward, Les Groscup, Marcus Langford, Matt Carmichael, Matt Roberts, Melanie Muenzer, Mike Duncan, Phillip Carroll, Rick Haught, Simon Ditton, and Tobin Klinger.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From:	Kris Winter
Sent time:	10/10/2017 04:36:25 PM
To:	Krista Dillon
Subject:	Fwd: demonstration group

Can we add Becky?

Sent from my iPhone

Begin forwarded message:

> **From:** Kathie Stanley <kstanley@uoregon.edu>
> **Date:** October 10, 2017 at 11:36:44 AM PDT
> **To:** Kris Winter <winterk@uoregon.edu>
> **Subject: demonstration group**
>
> Can we get Becky on this group so she can participate without me having to send her stuff?

UNIVERSITY OF OREGON
Kathie Stanley, Associate Vice President & Chief of Staff
Division of Student Life
Office: 1H Johnson Hall
6203 University of Oregon
Eugene OR 97403-6203
p: 541-346-1100
e: kstanley@uoregon.edu
w: studentlife.uoregon.edu
pronouns: she/her/hers
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From: Kris Winter
Sent time: 10/16/2017 08:51:27 PM
To: Krista Dillon
Subject: Fwd: Student Life Leadership & Demonstration Team Shift Sign up

---

She is in!

Sent from my iPhone

Begin forwarded message:

> **From:** Erika Swanson <eswanson@uoregon.edu>
> **Date:** October 16, 2017 at 8:24:51 PM PDT
> **To:** Kris Winter <winterk@uoregon.edu>
> **Cc:** Kathie Stanley <kstanley@uoregon.edu>
> **Subject: Re: Student Life Leadership & Demonstration Team Shift Sign up**
>
> Sure! I'm unscheduled any other time than 1-2!
>
> Erika
>
> Erika M. Swanson
> Director of Parent and Family Programs
> *Sent from my Verizon Smartphone*
> On Oct 16, 2017 8:13 PM, Kris Winter <winterk@uoregon.edu> wrote:
> Hi.
> Connected with Krista. We could use someone on standby to head to EOC if needed. They are right down the hall from your office so it should be easy to get there if needed.
> What do you think?
> - k
>
> Sent from my iPhone
>
> On Oct 16, 2017, at 6:01 PM, Kris Winter <winterk@uoregon.edu> wrote:
>
> > Hi Erika,
> > Thanks for your note and for still being willing to help us out. I absolutely understand. We may have a role in assisting with helping volunteers at our "command center." Let me check with Krista on that.
> > - k
> >
> > Sent from my iPhone
> >
> > On Oct 16, 2017, at 5:53 PM, Erika Swanson <eswanson@uoregon.edu> wrote:
> >
> > > Kris –
> > >
> > > I'm feeling a little strange about standing out there as a [redacted]. I'm not generally overly sensitive, but I'm not sure if I'm the right person right now to be out there. Is there another way I can support?
> > >
> > > **Erika M. Swanson**
> > > Director of Parent and Family Programs | Division of Student Life

From: Kris Winter
Sent: Friday, October 13, 2017 1:33 PM
To: SL Student Life Leadership Team <sl.dl.slt@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: FW: Student Life Leadership & Demonstration Team Shift Sign up

Hello!
We are looking for staff to assist the demonstration team staff the Center for Bio-Ethical Reform display next Wednesday and Thursday. The role of the demonstration team is to be available to answer questions campus community members may have about why the group is on campus. We have a set of talking points and we will do a quick briefing with staff as they arrive for their shift. Demonstration team will be instructed to leave the area should an incident occur or if the situation become unsafe. UOPD will also be staffing the event. We are looking for 2 people total between 8 am and 11am and then 4 people from 11 am to 5 pm. The doodle poll is set up to allow up to four people to sign up for slots. Please note that if there are already two people signed up before 11, we are set, no need to sign up. If you have questions, feel free to reach out to Kevin, Kris, or I.

https://beta.doodle.com/poll/p8kaki6gmpyt4dx2

Thanks!
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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From: Kris Winter
Sent time: 10/10/2017 05:10:22 PM
To: Krista Dillon; Andre Le Duc
Subject: Fwd: Tweet forwarded by @uoregon

Hi.
I would like to send out to Demonstration Team. Should I add IMT as well?
-k

Sent from my iPhone

Begin forwarded message:

> **From:** Kyle Henley <khenley@uoregon.edu>
> **Date:** October 10, 2017 at 5:02:24 PM PDT
> **To:** Kris Winter <winterk@uoregon.edu>
> **Cc:** Tobin Klinger <tklinger@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Greg Stripp <stripp@uoregon.edu>
> **Subject: Re: Tweet forwarded by @uoregon**
>
> Agree.
>
> Adding Stripp for situational awareness.
>
> Sent from my iPhone
>
> On Oct 10, 2017, at 4:57 PM, Kris Winter <winterk@uoregon.edu> wrote:
>
> > Hi there.
> > Given the reference to "shut it down," I want to link in our Demonstration and IMT team. Any opposed?
> > - k
> >
> > Sent from my iPhone
> >
> > On Oct 10, 2017, at 3:36 PM, Tobin Klinger <tklinger@uoregon.edu> wrote:
> >
> > FYI.
> >
> > ---
> >
> > **From:** Tim Christie <timc@uoregon.edu>
> > **Date:** Tuesday, October 10, 2017 at 3:30 PM
> > **To:** Tobin Klinger <tklinger@uoregon.edu>
> > **Cc:** Lesli Larson <lalarson@uoregon.edu>
> > **Subject:** Tweet forwarded by @uoregon
> >
> > In case this is not already on your radar. Tweeted 17 minutes ago.
> > ----------
> >
> > TN based anti-abortion group will be setting up a display on the EMU green from 8am-5pm on October 18th and 19th. Prepare to #ShutItDown University of #Oregon at #Eugene @uoregon @SURJSpfldEug @CascadiaFD https://t.co/xoQF49OIID
> >
> > Original Tweet: https://twitter.com/eugeneantifa/status/917875525795815424
> >
> > Sent via TweetDeck

From: Kris Winter
Sent time: 10/04/2017 02:52:48 PM
To: Anna Schmidt; Michael Griffel
Cc: Krista Dillon
Subject: Genocide Awareness Project

Hello.

The Demonstration and Protest Team has been made aware the Center for Bio-ethical Reform Planning (genocide awareness project) will be on campus October 18-19th. The have reserved space on the EMU Green.

I want to acknowledge this will impact students to live near and have views of the EMU Green. Can we help work with someone in housing to start putting some measures in place to try and lessen negative impact? Who do you prefer we work with as a contact in housing?

Some ideas the group has:
- can housing offer window coverings for these two days?
- can we arrange a meeting with residents in advance to talk about this upcoming event, share support resources, talk about freedom of speech issues, etc.

Thanks,
Kris

Sent from my iPhone

From: Becca Puleo
Sent time: 10/05/2017 03:43:13 PM
To: Krista Dillon
Subject: Pres Speech IAP
Attachments: Pres Speech IAP 100517 bp.doc EMU Ballroom Set Up.pdf

---

Hi,

Here is a draft with tracked changes. Also the PDF map to be inserted later.

Becca

CONFIDENTIAL — DO NOT DISTRIBUTE — CONFIDENTIAL

2017 State of the University Speech

DRAFT

INCIDENT ACTION PLAN

UNIVERSITY OF OREGON

Incident Name: **2017 State of the University Speech**

Date/Time Plan Prepared: 10/05/2017

Operational Period Covered by Plan: 10/06/17 0800 – 10/06/17 1700

Date:	**10/06/17** Start	**10/06/17** Finish
Time:	**0800** Start	**1700** Finish

☒ Incident Objectives (ICS 202)	☒ Organization Assignment List (ICS 203)	☐ Division/Group Assignment(s) (ICS 204e)
☐ Communications Plan (ICS-205)	☐ Medical Plan (ICS 206)	☐ Incident Organizational Chart (ICS 207)
☐ Safety/Health Message (ICS223)	☐ Scheduled Events	☐
☐	☐	☐

PREPARED BY:

REVIEWED BY:

APPROVED BY:

Emergency MANAGEMENT PROGRAM

Pres Speech IAP 100517 bp.doc

INCIDENT OBJECTIVES ICS 202	1. INCIDENT NAME: 2017 State of the University Speech	2. DATE 10/06/17	3. Time 0800

4. OPERATIONAL PERIOD: 10/06/17 0800 – 10/06/17 1700

5. General Control Objectives for the Incident (include alternatives)

OBJECTIVE 1: Maintain a safe environment for participants of the State of the University speech.

OBJECTIVE 2: Maintain normal campus operations and functions.

OBJECTIVE 3: Maintain situational awareness of potential issues on campus.

6. Situation Summary

President Schill is giving the 2017 State of the University speech on Friday, October 6th at 11:00 am in the EMU Ballroom. The speech is open to the public and will be broadcast live on the UO channel. On Wednesday, October 4th, posters appeared on campus indicating that students are organizing a protest of the speech. The posters call for gathering outside the EMU at 10:30 and walking to the speech. The organizer by two students on campus. A Facebook event was created on October 5th. It indicates that students may take the stage and take over the speech. As of 3:00 pm on the 5th, 27 people were going.

Addressing disruptions during the speech: Demonstration team members have developed incident response mechanisms, see below.

October 6th 9:30 am: Briefing for Fire Life Safety and UOPD in the Ballroom.

7. General Safety Message

8. Attachments (mark if attached)

✓	Organization Assignment List **ICS 203**		Division Assignments **ICS 204e**		Medical Plan

9. Prepared by (PSC)	10. Approved by (IC)
Krista Dillon	

Pres Speech IAP 100517 bp.doc

UO – ORGANIZATION ASSIGNMENT LIST

ICS 203

1. Incident Name: **2017 State of the University Speech**

2. Date: **10/06/17** | 3. Time: **0800**

4. Operational Period: **10/06/17**

5. UO – COMMAND STAFF

Position	Name	Phone (541)
Incident Commander	TBD	
Public Information Officer	Tobin Klinger	
Safety Officer	Simon Ditton	
Agency Administrator	Andre Le Duc	
Liaison Officer	Kassy Fisher	
Liaison Officer	Chuck Triplett	

6. PLANNING SECTION

Position	Name	Phone
Chief	Krista Dillon	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. LOGISTICS SECTION

Position	Name	Phone
Chief		
A. Service Branch		
Communication Unit		
B. Support Branch		
Supply Unit Leader		
Facilities Unit Leader		

8. FINANCE SECTION

Position	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. POLICE		
Branch Director	Alice Cary	
Field Operations	Don Morris	
B. STUDENT LIFE		
Branch Director	Marcus Langford	
C. GENERAL COUNSEL		
Branch Director	Doug Park	
	Kevin Reed	
D. GOVERNMENT RELATIONS		
Branch Director	Matt Roberts	
E. EMU		
Branch Director	Jessi Steward	
	Rick Haught	
	Laurie Woodward	
F. CPFM		
Branch Director	Phil Carroll	
G.		
Branch Director		
H.		
Branch Director		

Protest Information

Facebook event site:
https://www.facebook.com/events/137286460346464/?acontext=%7B%22ref%22%3A%2222%22%2C%22feed_story_type%22%3A%2222%22%2C%22action_history%22%3A%22null%22%7D&pnref=story



October 5th Post:



Disruptive Behavior Guidelines

The following are basic guidelines for disruptive behavior:

- Activity cannot disrupt normal university business
- Activity cannot exceed posted occupancy load for the space
    - Room Capacity Script: We are sorry, but the room has reached its occupancy limit per the University of Oregon Fire Marshal. A live feed of the meeting is available on the UO homepage.
- Activity cannot block means of egress of the space
- Sticks are not allowed in the building
- Amplified sound is not allowed in the building

Commented [BAP1]: What is the capacity for the ballroom?

Responding to an Incident

[redacted]

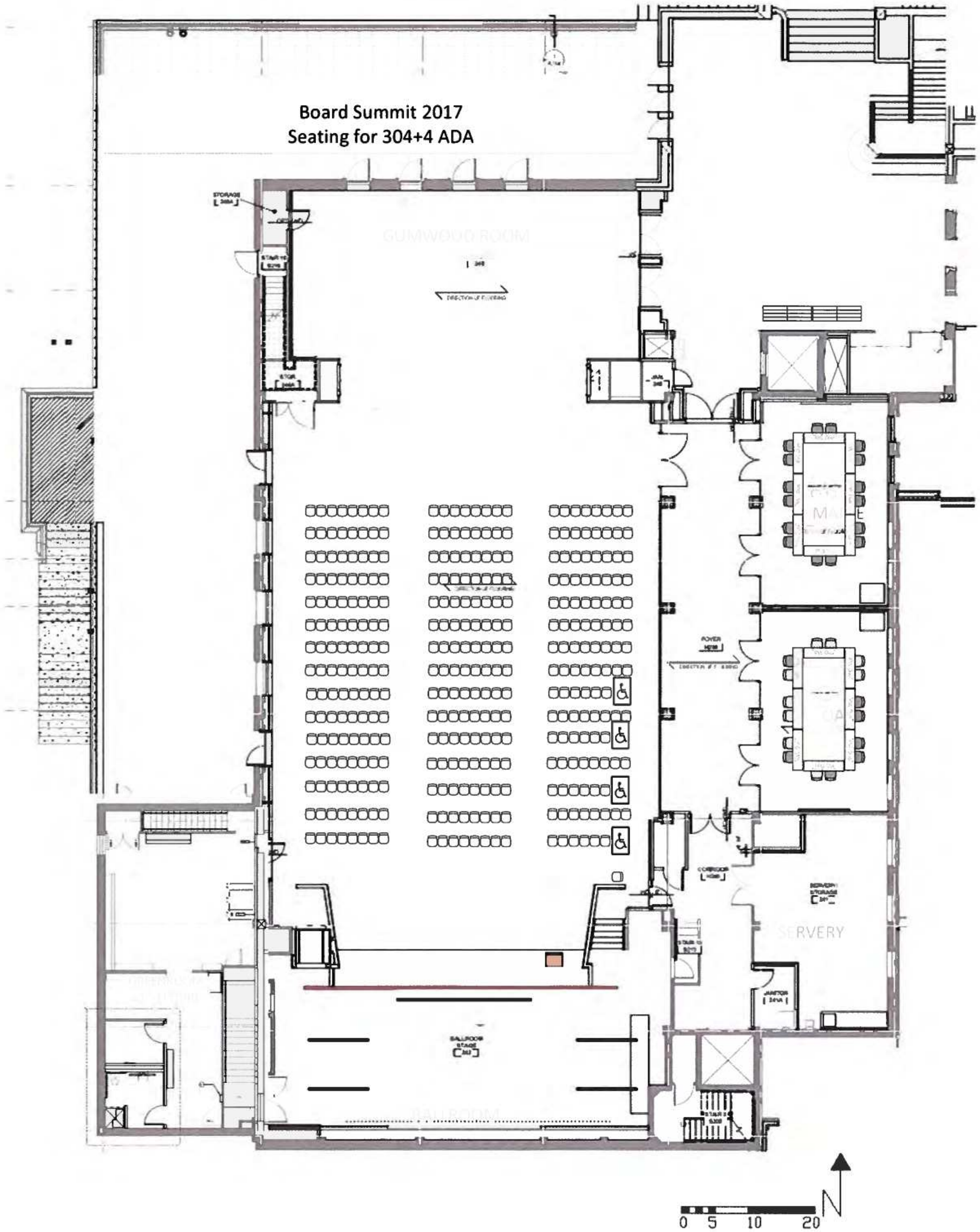
Definition: An incident or emergency has occurred that strains assigned public safety resources at the event and more resources are needed to stabilize the incident. The nature of the incident(s) may warrant the establishment of an Incident Command Post(s) (ICP) in the field. Incidents will be managed using Unified Command between the appropriate department/unit from the University of Oregon and the City of Eugene or as appropriate to the incident(Public health, Hazmat, etc). Under the unified command structure, these individuals would serve to jointly determine incident public safety objectives, strategies, tactics, plans, and priorities and work together to execute integrated operation and incident action plans and maximize the use of assigned resources.

The development of an incident specific incident action plan should be started by the Incident Management Team as soon as possible.

Planned Activities

Event	Time	Location
Pacific NW Association of College Admissions College Fair	9:00 – 11:30 am	Mac Court
African Studies Lecture Series	12:00 pm	EMU Crater Lake North
Craft Fair Friendship Bracelet Workshop	12:30 pm	EMU Stadium Stairs
College of Design Launch Party	1:00 pm	Lawrence Courtyard
Tykeson Hall Groundbreaking	3:00 pm	Between Johnson & Chapman Halls
UO Women's Volleyball (Televised game, promoting opportunity to break all time attendance record)	8:00 pm	MKA

Board Summit 2017
Seating for 304+4 ADA



From: Kyle Henley
Sent time: 10/10/2017 11:02:11 AM
To: Tobin Klinger; Krista Dillon
Subject: Re: Kevin Marbury script
Attachments: In Case of Disruption and State of the University Address.docx

---

Obviously fluid, but here's what we used.

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M: [redacted]
khenley@uoregon.edu

UNIVERSITY OF OREGON

From: Tobin Klinger <tklinger@uoregon.edu>
Date: Tuesday, October 10, 2017 at 10:43 AM
To: Krista Dillon <kristam@uoregon.edu>, University of Oregon <khenley@uoregon.edu>
Subject: Re: Kevin Marbury script

I don't think I have the final.

Kyle may. Cced here.

Thanks!

From: Krista Dillon <kristam@uoregon.edu>
Date: Tuesday, October 10, 2017 at 10:24 AM
To: Tobin Klinger <tklinger@uoregon.edu>
Subject: Kevin Marbury script

Hi there,
Do you have the script that Kevin Marbury used on Friday once the disruption began? I've been asked to pull together some standard language to be included in the demonstration plan.
Thanks,
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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In Case of Disruption and State of the University Address
Last modified 11:34/Oct. 4

Schill to demonstrators:
We respect your right to voice opinion and appreciate your passion. I ask that you allow me to continue. I think some of your concerns will be addressed in my remarks.

_____
If heckled:

I have heard your voices and ask that you be courteous and give me the floor so I may continue.

Marbury to demonstrators:

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to the president and those who gathered to hear his remarks. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the Code of Conduct.

From: Kris Winter
Sent time: 10/16/2017 08:12:44 PM
To: Krista Dillon
Subject: Re: Student Life Leadership & Demonstration Team Shift Sign up

---

Perfect. Will ask her if that will work for her.
- k

Sent from my iPhone

On Oct 16, 2017, at 7:37 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> I'm not actually sure how much we will use it. Not sure it's worth sticking Erika over there? Maybe we can have her on standby to go to our eoc if an incident occurs since she's right down the hall.
> K
>
> Get Outlook for iOS

On Mon, Oct 16, 2017 at 6:01 PM -0700, "Kris Winter" <winterk@uoregon.edu> wrote:

> Hey there.
> Do we need someone to help out in the "command center" in Esslinger?
> - k
>
> Sent from my iPhone
>
> Begin forwarded message:
>
> > **From:** Erika Swanson <eswanson@uoregon.edu>
> > **Date:** October 16, 2017 at 5:53:26 PM PDT
> > **To:** Kris Winter <winterk@uoregon.edu>
> > **Cc:** Kathie Stanley <kstanley@uoregon.edu>
> > **Subject: RE: Student Life Leadership & Demonstration Team Shift Sign up**
> >
> > Kris –
> >
> > I'm feeling a little strange about standing out there as a [redacted]. I'm not generally overly sensitive, but I'm not sure if I'm the right person right now to be out there. Is there another way I can support?
> >
> > **Erika M. Swanson**
> > Director of Parent and Family Programs | Division of Student Life
> >
> > ---
> >
> > **From:** Kris Winter
> > **Sent:** Friday, October 13, 2017 1:33 PM
> > **To:** SL Student Life Leadership Team <sl.dl.slt@uoregon.edu>
> > **Cc:** Krista Dillon <kristam@uoregon.edu>
> > **Subject:** FW: Student Life Leadership & Demonstration Team Shift Sign up
> >
> > Hello!
> > We are looking for staff to assist the demonstration team staff the Center for Bio-Ethical Reform display next Wednesday and Thursday. The role of the demonstration team is to be available to answer questions campus community members may have about why the group is on campus. We

have a set of talking points and we will do a quick briefing with staff as they arrive for their shift. Demonstration team will be instructed to leave the area should an incident occur or if the situation become unsafe. UOPD will also be staffing the event. We are looking for 2 people total between 8 am and 11am and then 4 people from 11 am to 5 pm. The doodle poll is set up to allow up to four people to sign up for slots. Please note that if there are already two people signed up before 11, we are set, no need to sign up. If you have questions, feel free to reach out to Kevin, Kris, or I.

https://beta.doodle.com/poll/p8kaki6gmpyt4dx2

Thanks!
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Kassy Fisher
Sent time: 10/10/2017 01:36:15 PM
To: Krista Dillon
Cc: Andre Le Duc
Subject: RE: Adding DEI rep to demonstration coordination group

---

Yes, that'd be great. Please talk with Kelly. She can probably help you determine if it should be her or Lesley-Anne.
Thanks, Krista!
Kassy

From: Krista Dillon
Sent: Tuesday, October 10, 2017 11:47 AM
To: Kassy Fisher <kmfisher@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>
Subject: RE: Adding DEI rep to demonstration coordination group

Sure. Is that Kelly? I can reach out and give her an overview and add her to our charter.
K

From: Kassy Fisher
Sent: Tuesday, October 10, 2017 11:35 AM
To: Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Subject: Adding DEI rep to demonstration coordination group

Wanted to ask your thoughts on adding a DEI rep to demonstration coordination group. Could add depth to the JH-based group and also, given the frequent/current content and context, it might be helpful to include them. Their chief of staff or new AVP for engagement would both be reliable and logical choices.

Kassy

From: Angela Wilhelms
Sent time: 10/10/2017 02:07:01 PM
To: Krista Dillon
Subject: RE: board chair script
Attachments: Script for Disruptions.docx

Here you go. (Sorry, I thought it would be longer before I had time to reply with the attachment so I needlessly sent you two emails.)

Tobin – I'm also CCing you because you'd asked at one point.

Note that this is based on the volunteer board (so that line doesn't work for most). But it was crafted with specific words from the student conduct code (e.d., obstruct, disrupt) section 2(a).

The ** ** represents a pause for a few minutes.

Finally, we assume this script happens AFTER letting the protest/demonstration go on for a few minutes in the beginning.

From: Krista Dillon
Sent: Tuesday, October 10, 2017 10:23 AM
To: Angela Wilhelms <wilhelms@uoregon.edu>
Subject: board chair script

Hi there,
I've been asked to develop a generic script for meeting facilitators for potential disruptions of meetings. I know that you have a script for Chuck for Board meetings. I don't have that language in my notes. Would you be willing to share so that I can use that as a starting point?
Thanks,
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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DISRUPTION SCRIPT:

We recognize you are frustrated, but your behavior is not acceptable. We have patiently let you say your piece and tolerated your disruption.

This is a volunteer board committed to quality education of and service to students. We are engaged in a meeting to conduct the work of the university – here of our own time and without compensation. Your disruptive actions are interfering with our ability to effectively serve the institution, including its students.

Please respect those participating in this meeting and those watching online by engaging in responsible dialogue.

If you do not end this demonstration, we will be forced to recess the meeting until we can accomplish our work.

** ** **

Because you have failed to end your obstructionist behavior, this meeting stands in recess until further notice [gavel].

From: Phillip Carroll
Sent time: 10/17/2017 01:45:48 PM
To: Krista Dillon
Subject: RE: [Demonstration Coordination] CBR Planning Notes & Draft Plan

---

Ok, thank you

From: Krista Dillon
Sent: Tuesday, October 17, 2017 1:44 PM
To: Phillip Carroll <pcarroll@uoregon.edu>
Subject: RE: [Demonstration Coordination] CBR Planning Notes & Draft Plan

Looks like I forgot it. We are good with staffing for now. I've got your cell should we run into a shortage, I can give you a call.

K

From: Phillip Carroll
Sent: Tuesday, October 17, 2017 11:55 AM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: [Demonstration Coordination] CBR Planning Notes & Draft Plan

Krista, my apologies. I cannot find doodle poll link.

Phil

From: Krista Dillon [mailto:notifications@uoem.basecamphq.com]
Sent: Friday, October 13, 2017 3:07 PM
To: Phillip Carroll <pcarroll@uoregon.edu>
Subject: [Demonstration Coordination] CBR Planning Notes & Draft Plan

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

Krista Dillon posted a new message:
CBR Planning Notes & Draft Plan

Hello,

Here is a list of remaining actions, sign up doodle for demo team shifts, summary of meeting today, and an updated draft of the plan.

Actions:

- Student Life will be sending a general email to students

- If requested, Student Life & ASUO to set up meetings before the event with student groups likely to be most impacted by the event.

- Student Life & GC talking to Emerald about a story.

- Faculty/Staff messaging will be through an AroundtheO workplace edition early next week. Also, the language will be sent to the administrator list for further distribution

- Melanie & Tobin will connect on any potential communications related lessons from LCC

- Handout for students with "why are they allowed here" and resources needs to be developed and printed

- Kelly is working on talking points for a variety of police respond scenarios

- UOPD is working on their staffing plan.

- Briefing is scheduled with Provost for Monday

- Krista will create a text group for demo team members to be used to call for additional assistance if needed day of.

Shifts:

The goal is to have 2 demonstration team members on site from 8:00 am - 11:00 am and then bump up to 4 people 11:00 am - 5:00 pm. Those in person at the meeting signed up for shifts. Many slots remain. If you were not at the meeting, but could fill a couple shifts, please use the doodle poll to sign up. (Please note that the doodle will let up to 4 people sign up for shifts, but in those am slots, we only need two). We will do on the fly briefings for those working a shift.

Meeting Summary:

- Discussed events including Board conference call, faculty senate and CBR Genocide display.

- LCC experienced students spitting and throwing things at CBR people. Reports of a display getting cut by a knight. Antifa also showed up, but were not a problem. Students were alarmed that CBR people wore body cameras. CBR did shout epithets at people walking by.

- Reviewed communication to date - RA briefings, EMU staff briefing

- Reviewed communication still needed - see actions above

- Discussed that we need decisions on how to respond to actions of counter protesters that don't break the law - e.g., hopping barricades

Draft Plan:

Please review the draft plan and let me know if you have edits.

Thanks!

Krista

CBR_IAP 101217.doc

871 KB

This message was sent to Alice Cary, Andre LeDuc, Anna Schmidt, Becca Puleo, Becky Girvan, Betsy Boyd, Bryan Dearinger, Cassandra Moseley, Chuck Triplett, Don Morris, Douglas Park , Greg Stripp, James Stegall, James Stegall, James Wooten, Jason Wade, Jessi Steward, Jessica Price, Joe Pedrola, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kelly McIver, Kelly Pembleton, Ken Kato, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Kyle Henley, Laurie Woodward, Marcus Langford, Matt Carmichael, Matt Roberts, Melanie Muenzer, Phillip Carroll, Rick Haught, Simon Ditton, Tobin Klinger, and UOPD CERC.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From: Tobin Klinger
Sent time: 10/17/2017 10:25:31 AM
To: Krista Dillon; Kris Winter
Subject: Re: Demo Team talking Points

The second item covers that, in my opinion.

From: Krista Dillon <kristam@uoregon.edu>
Date: Tuesday, October 17, 2017 at 9:27 AM
To: Kris Winter <winterk@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>
Subject: Demo Team talking Points

Should we use the following for our talking points for demo team tomorrow and Thursday?
Feels like we need something specific around the U not being able to say no because of content?
K

- The group also attempts to incite a negative reaction from bystanders by engaging in provocative verbal interactions.
- The University of Oregon strongly values free speech and academic freedom, and this is a case where the content is protected under the First Amendment.
- This group has filed all appropriate paperwork and met all requisite requirements necessary to have their displays on campus.
- Finally, we remind everyone that nonviolent speech and protests are appropriate ways to air views on a wide variety of topics. The UO Student Conduct Code, however, prohibits actions that endangers, threatens or harms the health and safety of another person, or interfere with the rights of others. Students who violated the code will be referred to the Office of Student Conduct and Community Standards.
- Support resources are available:
- Dean of Students staff will be available for drop-in support available on 10/18 & 10/19 at the Women's Center in the EMU. Students may visit drop in hours after these dates at the Dean of Students Office in 164 Oregon Hall from 1-5pm on business days.
- University Counseling & Testing Center is open until 5pm on week days and offers 24-hour crisis support via phone; 541-346-3227
- Duck Nest in EMU provides a place for students to practice self-care and life-balance. It is staffed by Peer Wellness Advocates and is open until 5pm on 10/18 and until 7 p.m. on 10/19.
- Impacted faculty and staff are encouraged to utilize counseling services through the Employee Assistance Program (EAP) via phone 800-433-2320 or web hr.uoregon.edu/EAP.
- Supervisors needing assistance with a workplace issue arising from this demonstration should contact HR at 541-346-3159.

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Brent Harrison
Sent time: 10/13/2017 09:09:03 AM
To: Krista Dillon; Tiffany Lundy
Subject: RE: Demonstration Staging

Krista, as per our conversation you and your team can use 181 Esslinger for a touchdown space. The door code is [redacted] Please let me know if you have any questions.

Brent

From: Krista Dillon
Sent: Thursday, October 12, 2017 3:19 PM
To: Brent Harrison <brenth@uoregon.edu>; Tiffany Lundy <tlundy@uoregon.edu>
Subject: Demonstration Staging

Hello,
We are prepping for potential demonstrations next week Wednesday & Thursday. We are looking for a space nearby that we could use as a break and briefing location for demonstration team members. Would it be possible for us to use that conference table in your staff area that is accessible through the key padded door? Would likely need access 7:45-5:30 Wednesday and Thursday, potentially with temporary access using that door? It would be limited to some UOPD staff and a handful of our demo team.
Thanks!
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Kris Winter
Sent time: 10/17/2017 01:50:13 PM
To: Krista Dillon
Subject: RE: Display Staffing

HI,
I have cleared my calendar on Wednesday except for two meeting (9-10am and 2-3pm). On Thursday, I have meetings I can't miss from 9-10 and 11-noon….trying to get out of a meeting in the afternoon.
-k.

From: Krista Dillon
Sent: Tuesday, October 17, 2017 8:58 AM
To: Kris Winter <winterk@uoregon.edu>
Subject: Display Staffing

Here's what we have:
I'll cut the 5th person loose where we have 5. You said you're available most of the time right? I figure if things are slow Thursday because its pouring, we can take turns getting dry in EMU?
K

Demonstration Team Staffing – Wednesday, October 18th

8-9 AM	9-10 AM	10-11 AM	11-12PM	12-1PM	1-2PM	2-3PM	3-4PM	4-5PM
Krista Dillon	Krista Dillon	Krista Dillon	Kris Winter	Krista Dillon	Krista Dillon	Krista Dillon	Kris Winter	Kris Winter
Kris Winter	Kris Winter	Kris Winter	Sheryl Eyster	Rick Haught	Laurie Woodward	Kelly Pembelton	Karen Hyatt	Vicki Strand
Chuck Triplett	Chuck Triplett	Sheryl Eyster	Rick Haught	Laurie Woodward		Tony Saxman	Vicki Strand	Matt Roberts
	Kassy Fisher	Kassy Fisher	Marcus Langford	Kelly Wolf			Matt Roberts	Tony Saxman
							Tony Saxman	Steve Stuckmeyer

Demonstration Team Staffing – Thursday, October 19th

8-9 AM	9-10 AM	10-11 AM	11-12PM	12-1PM	1-2PM	2-3PM	3-4PM	4-5PM
Krista Dillon	Krista Dillon	Krista Dillon	Krista Dillon	Krista Dillon	Krista Dillon	Krista Dillon	Krista Dillon	Krista Dillon
Kris Winter	Kris Winter	Kris Winter	Kris Winter	Kris Winter	Kris Winter	Kris Winter	Kris Winter	Kris Winter
Steve Stuckmeyer	Karen Hyatt	Marcus Langford	Kathie Stanley	Laurie Woodward	Rick Haught	James Wooten	James Wooten	James Wooten
		Chuck Triplett	Kelly Pembleton	Kelly Wolf	Laurie Woodward	Kassy Fisher	Kassy Fisher	Kassy Fisher
			Chuck Triplett					

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 |kristam@uoregon.edu

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University of Oregon | http://www.uoregon.edu/
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From: Cora Bennett
Sent time: 10/10/2017 09:52:57 AM
To: Krista Dillon
Subject: Re: Disruption on Campus Tour - Friday, October 6

Thanks, Krista. I'll look forward to hearing from James. We discussed the GAP presence yesterday at our leadership team meeting so we're making adjustments to the tours and likely going to have staff present at the beginning of the tour to let folks know that they may see demonstrations while out on the tour.

Cora Bennett
Director, Student Orientation Programs
University of Oregon
sent from my mobile device. please excuse my thumb typing.

On Tue, Oct 10, 2017 at 9:45 AM -0700, "Krista Dillon" <kristam@uoregon.edu> wrote:

> Hi Cora,
> I'm very sorry to hear about this incident. I've asked James Stegall, UOPD's Security Director to reach out to you about potential training for your tour guides. Please let me know you have other needs.
>
> On a different topic, the Center for Bio-Ethical Reform will be on campus next Wednesday and Thursday on the EMU east lawn – they have a very large display with graphic images of abortions and genocide that will be upsetting to many. The demonstration team wanted you to be aware so that you can share that with your tour guides.
> Thanks,
> Krista
>
> ---
>
> **From:** Andre Le Duc
> **Sent:** Monday, October 9, 2017 6:24 PM
> **To:** Roger Thompson <rjt@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
> **Cc:** Steve Robinson <sr1@uoregon.edu>; Cora Bennett <corab@uoregon.edu>; Cathy Hagerty <chagerty@uoregon.edu>; Matt Carmichael <Matt.Carmichael@uopd.org>; Jamie Moffitt <jmoffitt@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>
> **Subject:** Re: Disruption on Campus Tour - Friday, October 6
>
> Roger,
>
> Sorry to hear that this incident happened. It sounds like the student ambassador handled the situation professionally.
>
> Per Kris Winter it sounds like staff from Student Conduct is going to show the ambassador some photos from Friday's protest to try and ID the student. We may also want to review the training for the ambassador program to ensure they have what they need (e.g., safety and de-escalation training, etc.).
>
> Best,
>
> -Andre
>
> _____
> **Andre Le Duc**
> Sent from mobile device
> Please forgive typos & brevity
>
> ---
>
> **From:** Roger Thompson
> **Sent:** Monday, October 9, 2017 4:54 PM
> **To:** Senior Leadership Team; Andre Le Duc; Krista Dillon
> **Cc:** Steve Robinson; Cora Bennett; Cathy Hagerty
> **Subject:** Fwd: Disruption on Campus Tour - Friday, October 6
>
> Colleagues,
>
> Good afternoon.

FYI---please see the note below from Cora.

Andre and Krista, Cora will be reaching out to both of you.

Thanks---

Roger
Sent from my iPhone

Begin forwarded message:

> **From:** Cora Bennett <corab@uoregon.edu>
> **Date:** October 9, 2017 at 3:50:15 PM PDT
> **To:** Roger Thompson <rjt@uoregon.edu>, Kris Winter <winterk@uoregon.edu>
> **Cc:** Steve Robinson <sr1@uoregon.edu>, Lauren Miller <lemiller@uoregon.edu>, Jett Nilprabhassorn <jettn@uoregon.edu>, Ambassador Program <ambass@uoregon.edu>
> **Subject: Disruption on Campus Tour - Friday, October 6**
>
> Roger and Kris,
>
> I've mentioned this to both of you briefly today but we had an incident during a campus tour led by one of our student Ambassadors. Here are the basics:
>
> - Just after the protest of the president's State of the University speech wrapped up, [redacted] (student Ambassador) was in the midst of giving a tour to a TRIO group from Boise State University
> - While standing with her group in front of The Pioneer, a passerby, who presented as a male student, stopped on the grass about 15-20 feet away from her and began yelling, mostly directed at her
> - [redacted] reported his body language was "very aggressive" and he yelled about the UO allowing Neo-Nazis onto campus, administrator salaries, President Schill, tuition increases, issues around the dining benefit change
> - [redacted] reported that the group was uncomfortable
> - He said she probably wouldn't talk to them about these real issues but would just feed them "a bunch of crap"; [redacted] thanked him for his perspective and told him she would talk to her group about these issues
> - She spoke to the group about how we value free speech and that our students are well known for the activism and engagement in campus matters; she also shared that this was a first-of-its-kind experience for her on a tour and she's been giving tours for two years
> - She checked in to see if they were okay, if they had questions, and would like to discuss it more or move along; group said they were okay and were eager to move on
> - She said many were quite shocked during the incident and expressed disbelief that anyone would yell at them on a tour; one student asked her if he should believe what she said or the student
> - She told me she was also saddened that another student would take his anger at the UO out on a peer like that
>
> [redacted] provided me with a brief physical description of the student and said she could likely identify him if she saw him again. I have reached out to Lauren and her team to craft a follow-up to the group to come from Roger or me. I also intend to file a report with Conduct and Community Standards so the incident is on record.

Cora Bennett
Director, Student Orientation Programs
1720 E. 13th Ave, Ste. 119 | Eugene, OR 97403
P:: 541-346-1142 | **F::** the 541-346-2822
E:: corab@uoregon.edu | **W::** orientation.uoregon.edu

UNIVERSITY OF OREGON

From: Jamie Moffitt
Sent time: 10/11/2017 04:27:59 PM
To: Brad Shelton; Krista Dillon
Cc: Andre Le Duc
Subject: RE: draft disruption language

Agreed. I think that we are going to need to do some focused planning around the tuition forums that will be taking place in early January.

Jamie

Jamie Moffitt
Vice President for Finance and Administration & CFO
University of Oregon
jmoffitt@uoregon.edu
541-346-3003

From: Brad Shelton
Sent: Tuesday, October 10, 2017 10:02 PM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Andre Le Duc <leduc@uoregon.edu>; Jamie Moffitt <jmoffitt@uoregon.edu>
Subject: Re: draft disruption language

Let me echo Jamie's thanks. Very helpful to have this explicit language available.

I think it is very unlikely that these issues will occur on Wednesday. But later meetings?

brad

> On Oct 10, 2017, at 8:49 PM, Jamie Moffitt <jmoffitt@uoregon.edu> wrote:
>
> Thanks for info. I am hopeful that we will not have an issue tomorrow.
>
> Jamie
>
> Jamie Moffitt
> Vice President for Finance and Administration & CFO
> University of Oregon
> jmoffitt@uoregon.edu
> 541-346-3003

From: Krista Dillon
Sent: Tuesday, October 10, 2017 3:58 PM
To: Andre Le Duc <leduc@uoregon.edu>; Jamie Moffitt <jmoffitt@uoregon.edu>; Brad Shelton <shelton@uoregon.edu>
Subject: draft disruption language

Here is some language that can be used in the event of a disruption tomorrow. I did not have a chance to vet this with the demonstration group, but wanted to get you something just in case. This is based on the language developed for Kevin Marbury from Friday. The lines represent pauses to let them end the disruption. If they do not end after a certain amount of time, move on to the next statement.
Thanks,
Krista

In Case of Disruption During Official UO Business
Last modified 11:21 am/Oct. 10, 2017

Meeting Facilitator:
We respect your right to voice your opinion and appreciate your passion. I ask that you allow this event to continue.

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to those who gathered for this event. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the Code of Conduct.

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Kris Winter
Sent time: 10/12/2017 10:32:52 AM
To: Cora Bennett; Lauren Miller; Krista Dillon
Cc: Keith Frazee; Tobin Klinger
Subject: RE: GAP Demonstration next week

That sounds good – thank you for being proactive. Please let me know how I can help.
-k.

From: Cora Bennett
Sent: Thursday, October 12, 2017 10:31 AM
To: Kris Winter <winterk@uoregon.edu>; Lauren Miller <lemiller@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Cc: Keith Frazee <kfrazee@uoregon.edu>; Tobin Klinger <tklinger@uoregon.edu>
Subject: Re: GAP Demonstration next week

I discussed it briefly with Ambassadors at our morning staff meeting yesterday but it's the four tour groups each day that we're most concerned about providing context to next week.

I may call another staff meeting next week to have James Stegall do a de-escalation training for events like what we saw last Friday. If we do have the meeting, that would be a great time to talk with the whole staff more specifically about GAP.

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UNIVERSITY OF OREGON

From: Kris Winter <winterk@uoregon.edu>
Date: Thursday, October 12, 2017 at 10:22 AM
To: Cora Bennett <corab@uoregon.edu>, Lauren Miller <lemiller@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
Cc: Keith Frazee <kfrazee@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>
Subject: RE: GAP Demonstration next week

Hi there,
I am happy to come and join you when you talk to ambassadors if that is helpful.
I am copying Tobin…we are almost done with the final version of talking points and will add you to distribution list.
-Kris

From: Cora Bennett
Sent: Thursday, October 12, 2017 10:21 AM
To: Kris Winter <winterk@uoregon.edu>; Lauren Miller <lemiller@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Cc: Keith Frazee <kfrazee@uoregon.edu>
Subject: GAP Demonstration next week

Good morning,

In preparation for the GAP demonstration (and likely counter demonstrations I assume) next week, we are adjusting the tour route to spend less time looking at the EMU Green as well as planning on having Keith or I address the tour groups briefly about the demonstrations. It was mentioned by either Shelly Kerr or Michael Griffel in our SSEM leadership team meeting this week that you all may be or have already developed talking points on next weeks' events. Would you share those so Keith and I are using the approved points?

Cora Bennett
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OREGON

From: Michael Griffel
Sent time: 10/04/2017 07:06:38 PM
To: Anna Schmidt
Cc: Kris Winter; Krista Dillon
Subject: Re: Genocide Awareness Project

Dear Kris and Anna,
Thank you very much for coordination/collaboration on this important preparation and planning. Michael

On Oct 4, 2017, at 7:54 PM, Anna Schmidt <schmidta@uoregon.edu> wrote:

> Kris,
>
> Yes-absolutely. I have time tomorrow from 3-4 tomorrow or lunch at noon?
> Also, yes-I was thinking about next week, not tonight :) Sorry for confusion!
>
> Anna

Anna Schmidt-MacKenzie, Ph.D.
Director of Residence Life and Educational Initiatives
University Housing | Student Services & Enrollment Management
University of Oregon
1595 E 15th Avenue, Eugene, OR 97403-1220
p: 5413462674
e: schmidta@uoregon.edu
w: housing.uoregon.edu
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-----Original Message-----
From: Kris Winter
Sent: Wednesday, October 4, 2017 4:51 PM
To: Anna Schmidt; Michael Griffel
Cc: Krista Dillon
Subject: RE: Genocide Awareness Project

HI Anna,

Here is a link to more info. Warning - VERY disturbing images.
https://en.wikipedia.org/wiki/Genocide_Awareness_Project

Also, I didn't know all halls had blinds. That is certainly an easier option.

Can we have some staff come to hall meeting next Wednesday? I'm not sure we are at a place where we are prepared to talk about all resources today and don't want to raise alarm. We are still in planning stages.

Perhaps it would work to get time on the books for us to talk about all of this in person?

-Kris

-----Original Message-----
From: Anna Schmidt
Sent: Wednesday, October 4, 2017 4:33 PM
To: Kris Winter <winterk@uoregon.edu>; Michael Griffel <mgriffel@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: RE: Genocide Awareness Project

Dear Kris,

Thank you for sharing for our awareness. Do you have a link to the website or group information to better understand the messaging that we may anticipate?
I'm going to narrow this to consider its impact on the following buildings:

LLC North
Carson
Earl

This would total a little under a 1/4 of our population (~875-900) students. These buildings host hall government meetings every Wednesday evening, I am wondering if it can be an agenda item that can then be shared via the hall government members and RAs to the residents that provides details regarding the event as well as sources of support?

I'd also recommend that we provide some instruction/awareness to the residents (perhaps at an event, perhaps also via communication through social media, RAs, emails, etc) and share how to close their blinds if they wish as opposed to handing out coverings which feels like a logistical nightmare unless there is some reason they would be recommended over blinds?

Anna

Anna Schmidt-MacKenzie, Ph.D.
Director of Residence Life and Educational Initiatives University Housing | Student Services & Enrollment Management University of Oregon
1595 E 15th Avenue, Eugene, OR 97403-1220
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-----Original Message-----
From: Kris Winter
Sent: Wednesday, October 4, 2017 2:53 PM
To: Anna Schmidt; Michael Griffel
Cc: Krista Dillon
Subject: Genocide Awareness Project

Hello.

The Demonstration and Protest Team has been made aware the Center for Bio-ethical Reform

Planning (genocide awareness project) will be on campus October 18-19th. The have reserved space on the EMU Green.

I want to acknowledge this will impact students to live near and have views of the EMU Green. Can we help work with someone in housing to start putting some measures in place to try and lessen negative impact? Who do you prefer we work with as a contact in housing?

Some ideas the group has:
- can housing offer window coverings for these two days?
- can we arrange a meeting with residents in advance to talk about this upcoming event, share support resources, talk about freedom of speech issues, etc.

Thanks,
Kris

Sent from my iPhone

From: Greg Stripp
Sent time: 10/04/2017 12:08:22 PM
To: Matt.Carmichael@uopd.org; Kyle Henley; Krista Dillon; Tobin Klinger; Matt Roberts; Andre Le Duc; Kevin Reed; Kassy Fisher; Kelly McIver <Kelly.McIver@uopd.org>
Subject: Re: Protest Planned

KevinM is positioned as the Emcee…think it would be natural for him to do that…but will confirm.

greg

On 10/4/17, 11:21 AM, "Kyle Henley" <khenley@uoregon.edu> wrote:

Right now we¹re thinking it would be Kevin Marbury. He, MHS, Greg and I to
discuss later today.

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M: [redacted]
khenley@uoregon.edu

On 10/4/17, 11:17 AM, "Krista Dillon" <kristam@uoregon.edu> wrote:

>Quick question. I am using the Board protest plan as a template to draft
>up something for Friday. In the Board plan, he designate someone to be
>point on deciding when a script about disruptive behavior is read to
>someone disrupting the event. At Board meetings, that's Chuck Lillis or
>Angela. Who should have this role in this case? Greg?
>I plan to review the draft plan at the demonstration meeting today at 2.
>Thanks,
>Krista
>
>
>-----Original Message-----
>From: Tobin Klinger
>Sent: Wednesday, October 4, 2017 8:41 AM
>To: Matt Roberts <mroberts@uoregon.edu>; Andre Le Duc
><leduc@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Krista Dillon
><kristam@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Kassy Fisher
><kmfisher@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>;
>Matt.Carmichael@uopd.org; Kelly McIver <Kelly.McIver@uopd.org>
>Subject: Protest Planned
>
>All,
>
>FYI. We should discuss.
>
>Thanks!
>
>Tobin

From: Tobin Klinger
Sent time: 10/04/2017 11:20:34 AM
To: Matt.Carmichael@uopd.org; Krista Dillon; Matt Roberts; Andre Le Duc; Kyle Henley; Kevin Reed; Kassy Fisher; Greg Stripp; Kelly McIver <Kelly.McIver@uopd.org>
Subject: Re: Protest Planned

Krista,

I'll be able to address that during the discussion.

Thanks!

Tobin

On 10/4/17, 11:17 AM, "Krista Dillon" <kristam@uoregon.edu> wrote:

>Quick question. I am using the Board protest plan as a template to draft
>up something for Friday. In the Board plan, he designate someone to be
>point on deciding when a script about disruptive behavior is read to
>someone disrupting the event. At Board meetings, that's Chuck Lillis or
>Angela. Who should have this role in this case? Greg?
>I plan to review the draft plan at the demonstration meeting today at 2.
>Thanks,
>Krista
>
>
>-----Original Message-----
>From: Tobin Klinger
>Sent: Wednesday, October 4, 2017 8:41 AM
>To: Matt Roberts <mroberts@uoregon.edu>; Andre Le Duc
><leduc@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Krista Dillon
><kristam@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Kassy Fisher
><kmfisher@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>;
>Matt.Carmichael@uopd.org; Kelly McIver <Kelly.McIver@uopd.org>
>Subject: Protest Planned
>
>All,
>
>FYI. We should discuss.
>
>Thanks!
>
>Tobin

From: Debbi Davis
Sent time: 10/16/2017 12:22:25 PM
To: Krista Dillon
Subject: RE: safety vests

Krista,

I have 10 of them rounded up. I will leave them at the front desk at CPFM for you to pick up.

Debbi

From: Krista Dillon
Sent: Thursday, October 12, 2017 12:35 PM
To: Debbi Davis <debdavis@uoregon.edu>
Subject: RE: safety vests

Thank you!

From: Debbi Davis
Sent: Thursday, October 12, 2017 12:31 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: safety vests

I have 5 in my office, let me see what I can round up.

Debbi

From: Krista Dillon
Sent: Thursday, October 12, 2017 12:30 PM
To: Debbi Davis <debdavis@uoregon.edu>
Subject: RE: safety vests

10?

From: Debbi Davis
Sent: Thursday, October 12, 2017 12:28 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: safety vests

How many would you need?

From: Krista Dillon
Sent: Thursday, October 12, 2017 11:56 AM
To: Debbi Davis <debdavis@uoregon.edu>
Subject: safety vests

Hi Debbi,
Can we borrow some safety vests for a demonstration thing next week? Wednesday and Thursday.
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Kelly Wolf
Sent time: 10/16/2017 05:12:26 PM
To: Krista Dillon
Subject: RE: Demonstration Team sign up

Krista,

I signed up for the 12-1 shift outside the EMU Wed & Thu.

Thanks
-Kelly

Kelly B. Wolf
Associate Vice President for Business Affairs and Controller
University of Oregon
Phone: (541) 346-3165
Fax: (541) 346-5820
kbwolf@uoregon.edu

From: Krista Dillon
Sent: Monday, October 16, 2017 3:50 PM
To: Vicki Strand <vrstrand@uoregon.edu>; Matt Roberts <mroberts@uoregon.edu>; Tony Saxman <saxman@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Kelly Wolf <kbwolf@uoregon.edu>
Subject: Demonstration Team sign up

Hello,
Thank you for signing up today. I just want to confirm that you signed up for a shift out at the EMU to help supplement demonstration team members to be able to answer questions using talking points provided, not EOC shifts. I plan to finalize assignments and get talking point out tomorrow afternoon.
Thanks!
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Tony Saxman
Sent time: 10/16/2017 05:16:59 PM
To: Krista Dillon
Subject: Re: Demonstration Team sign up

Confirmed. That is what I thought I was signing up for.

Thank You,
Tony

On Oct 16, 2017, at 3:50 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> Hello,
> Thank you for signing up today. I just want to confirm that you signed up for a shift out at the EMU to help supplement demonstration team members to be able to answer questions using talking points provided, not EOC shifts. I plan to finalize assignments and get talking point out tomorrow afternoon.
> Thanks!
> K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Vicki Strand
Sent time: 10/16/2017 03:51:31 PM
To: Krista Dillon
Subject: RE: Demonstration Team sign up

I'm in. And if you can't get anyone for the 2pm hour on Wednesday (I believe I signed up for 3pm & 4pm), I may be able to do that too.

From: Krista Dillon
Sent: Monday, October 16, 2017 3:50 PM
To: Vicki Strand <vrstrand@uoregon.edu>; Matt Roberts <mroberts@uoregon.edu>; Tony Saxman <saxman@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Kelly Wolf <kbwolf@uoregon.edu>
Subject: Demonstration Team sign up

Hello,
Thank you for signing up today. I just want to confirm that you signed up for a shift out at the EMU to help supplement demonstration team members to be able to answer questions using talking points provided, not EOC shifts. I plan to finalize assignments and get talking point out tomorrow afternoon.
Thanks!
K

Krista M. Dillon
Director of Operations
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From: Kris Winter
Sent time: 10/16/2017 08:20:32 AM
To: Kyle Henley; Kevin Marbury
Cc: Kevin Reed; Tobin Klinger; Krista Dillon
Subject: [redacted]

FYI – I am going to pull content directly from this letter to have flyers made for volunteers to distribute around the EMU. This is part of our demonstration team plan to mitigate impact.

-k.

From: Kyle Henley
Sent: Monday, October 16, 2017 7:44 AM
To: Kevin Marbury <kmarbury@uoregon.edu>; Kris Winter <winterk@uoregon.edu>
Cc: Kevin Reed <ksreed@uoregon.edu>; Tobin Klinger <tklinger@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Subject: [redacted]

Yes. I'd like to see the final before it goes.

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M: [redacted]
khenley@uoregon.edu

UNIVERSITY OF OREGON

From: Kevin Marbury <kmarbury@uoregon.edu>
Date: Sunday, October 15, 2017 at 10:28 PM
To: Kris Winter <winterk@uoregon.edu>
Cc: University of Oregon <khenley@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
Subject: [redacted]

I am.

Sent from my Sprint Samsung Galaxy S7.

-------- Original message --------
From: Kris Winter <winterk@uoregon.edu>
Date: 10/15/17 10:15 PM (GMT-08:00)
To: Kevin Marbury <kmarbury@uoregon.edu>
Cc: Kyle Henley <khenley@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
Subject: [redacted]

Hi all,

Boss of me - Are you comfortable making final call on edits since your name will be on it? If so, Kyle, do you want me to connect with Lauren to push this out? I have her a heads up something would be coming.

- Kris

Sent from my iPhone

On Oct 15, 2017, at 9:02 PM, Kevin Marbury <kmarbury@uoregon.edu> wrote:

> Are we close enough on the edits to make sure we get this out tomorrow morning? If not what else do we need to do?

Sent from my Sprint Samsung Galaxy S7.

-------- Original message --------
From: Kyle Henley <khenley@uoregon.edu>
Date: 10/15/17 4:31 PM (GMT-08:00)
To: Kris Winter <winterk@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>
Cc: Kevin Marbury <kmarbury@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
Subject: [redacted]

[redacted]

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M: [redacted]
khenley@uoregon.edu

<A55A33E6-C21C-4AB7-9EB5-526176A5489C[38].png>

From: Kris Winter <winterk@uoregon.edu>
Date: Sunday, October 15, 2017 at 3:15 PM
To: Kevin Reed <ksreed@uoregon.edu>
Cc: University of Oregon <khenley@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
Subject: [redacted]

Thanks Kevin.
[redacted]
- k

Sent from my iPhone

On Oct 15, 2017, at 2:21 PM, Kevin Reed <ksreed@uoregon.edu> wrote:

> [redacted].
>
> <7FD7DD21-149B-4E3F-9C10-32533887701A[3].png>
>
> **Kevin S. Reed | Vice President and General Counsel**
> **Office of the General Counsel**
> 219 Johnson Hall | Eugene, OR 97403-1226
> (541) 346-3082 | ksreed@uoregon.edu

From: Kyle Henley
Date: Sunday, October 15, 2017 at 11:19 AM
To: Kevin Marbury, Kris Winter, Tobin Klinger, Kevin Reed
Cc: Krista Dillon
Subject: Re: Draft - student letter

We'll have to do an email send to students either tomorrow or Tuesday. We can cover off faculty and staff in Tuesday's ATO send.

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M: [redacted]
khenley@uoregon.edu

UNIVERSITY OF OREGON

From: Kevin Marbury <kmarbury@uoregon.edu>
Date: Sunday, October 15, 2017 at 11:10 AM
To: University of Oregon <khenley@uoregon.edu>, Kris Winter <winterk@uoregon.edu>, Tobin Klinger <tklinger@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: RE: Draft - student letter

This looks fine to me. In terms of timing, can we get this out earlier than later? I don't want it to get lost in the start of what promises to be a busy week of communications about this and other things occurring on campus. Also, what are the intended modes of communication?

Kevin

From: Kyle Henley
Sent: Sunday, October 15, 2017 10:59 AM
To: Kris Winter <winterk@uoregon.edu>; Tobin Klinger <tklinger@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Re: Draft - student letter
Importance: High

With my edits. I would like Kevin R to give it a read, too.

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M:
khenley@uoregon.edu

<image002.png>

From: Kris Winter <winterk@uoregon.edu>
Date: Friday, October 13, 2017 at 5:01 PM
To: Tobin Klinger <tklinger@uoregon.edu>, University of Oregon <khenley@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Draft - student letter

Hi,
Here is what I came up with.
We should probably push this out Monday afternoon….Tuesday at the latest.
Tobin and Kevin M., will you take it from here?
-Kris

<image003.png>
Kris Winter
Associate Vice President for Student Life & Dean of Students
Office of the Dean of Students
University of Oregon
http://uodos.uoregon.edu

<image002.png>

<image003.png>

<A55A33E6-C21C-4AB7-9EB5-526176A5489C[37].png>

From: Kris Winter
Sent time: 10/13/2017 01:30:25 PM
To: Krista Dillon; Kevin Marbury
Subject: RE: Student Life Leadership & Demonstration Team Shift Sign up

---

Will do.
Also – I am going to clear my schedule as much as possible and just spend time on the Green and in the Women's Center. So Add me to the list of folks that will be around.
-k.

From: Krista Dillon
Sent: Friday, October 13, 2017 1:14 PM
To: Kris Winter <winterk@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Subject: Student Life Leadership & Demonstration Team Shift Sign up

Hello,
We passed around a schedule for demonstration team coverage for Wednesday and Thursday. We have quite a few holes. My plan was to have 2 people 8-11 and then 4 people 11-5 pm. I put together the doodle poll below to get additional assistance. Can you forward the following note out to your leadership team? Feel free to tweak the language.
Thanks,
Krista

Hello!
We are looking for staff to assist the demonstration team staff the Center for Bio-Ethical Reform display next Wednesday and Thursday. The role of the demonstration team is to be available to answer questions campus community members may have about why the group is on campus. We have a set of talking points and we will do a quick briefing with staff as they arrive for their shift. Demonstration team will be instructed to leave the area should an incident occur or if the situation become unsafe. UOPD will also be staffing the event. We are looking for 2 people total between 8 am and 11am and then 4 people from 11 am to 5 pm. The doodle poll is set up to allow up to four people to sign up for slots. Please note that if there are already two people signed up before 11, we are set, no need to sign up. If you have questions, feel free to reach out to Kevin, Kris, or I.

https://beta.doodle.com/poll/p8kaki6gmpyt4dx2

Thanks!
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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From: Cora Bennett
Sent time: 10/16/2017 03:05:48 PM
To: Kris Winter
Cc: Krista Dillon
Subject: Re: Talking points

7:00 a.m.

Cora Bennett
Director, Student Orientation Programs
1720 E. 13th Ave, Ste. 119 | Eugene, OR 97403
P:: 541-346-1142 | **F::** the 541-346-2822
E:: corab@uoregon.edu | **W::** orientation.uoregon.edu

UNIVERSITY OF OREGON

From: Kris Winter <winterk@uoregon.edu>
Date: Monday, October 16, 2017 at 2:56 PM
To: Cora Bennett <corab@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: RE: Talking points

What time is the meeting?

I think it is fine to share the talking points but would ask the ambassadors to keep this internal. It isn't meant to be pushed out – that will come in the form of a letter from Kevin to campus.

-k.

From: Cora Bennett
Sent: Monday, October 16, 2017 2:11 PM
To: Kris Winter <winterk@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Re: Talking points

FYI...

I've called an additional Ambassador staff meeting for this Wednesday. I invited James for a safety/de-escalation training but haven't heard back...it's a brutal time of day so I get it. Are you okay with me sharing these with our students giving tours those days?

Sent from my iPhone

On Oct 16, 2017, at 1:34 PM, Kris Winter <winterk@uoregon.edu> wrote:

> Aaaaaannnnddddd....attachment.
> -k.
>
> ---
>
> **From:** Kris Winter
> **Sent:** Monday, October 16, 2017 1:31 PM
> **To:** Michael Griffel <mgriffel@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; LeAnn Gutierrez <leanng@uoregon.edu>; Roger Thompson <rjt@uoregon.edu>; Steve Robinson <sr1@uoregon.edu>; Julia Pomerenk <jpom@uoregon.edu>; Jim Rawlins <jrawlins@uoregon.edu>; Jim Brooks <brooksja@uoregon.edu>; Cora Bennett <corab@uoregon.edu>
> **Subject:** Talking points
>
> Hi EMSS colleagues,
>
> Here are talking points to be used re: the group coming to campus this Wednesday & Thursday.

Krista Dillon and I have been working with the university demonstration team to prepare for this event. As a part of this preparation, I want to share these talking points with staff who may encounter questions from students about why this group is allowed on campus and to give you information about support resources that will be available. If you have questions about other preparations the demonstration team has made, please let me know.

Please note, these talking points were not developed to be shared broadly across various list serves. An email will be going out from Kevin M to students ASAP with a similar message and UO employees will get a message of their own.

As a final note, it isn't just students who may be negatively impacted by this. Please find time to take care of yourself and utilize resources for employees listed in the talking points as needed.

Thank you for supporting our students, and for supporting each other.

-Kris

<image001.png>
Kris Winter
Associate Vice President for Student Life & Dean of Students
Office of the Dean of Students
University of Oregon
http://uodos.uoregon.edu

<Free Speech Talking Points.docx>

From: Kelly McIver <Kelly.McIver@uopd.org>
Sent time: 10/12/2017 02:56:42 PM
To: Krista Dillon
Subject: RE: Toolkit

Here is a web version, with links. This can go on any university website deemed appropriate, with whatever name.

https://safety.uoregon.edu/free-speech-guidelines

Kelly McIver
Director of Strategic Engagement and Communications, Safety and Risk Services
Public Information Officer, University of Oregon Police Department
541-346-8335 (office)
[redacted] (mobile)
kmciver@uoregon.edu

From: Krista Dillon [mailto:kristam@uoregon.edu]
Sent: Thursday, October 12, 2017 2:18 PM
To: Kelly McIver <Kelly.McIver@uopd.org>
Subject: RE: Toolkit

Not sure yet. Has GC vetted this yet?
K

From: Kelly McIver [mailto:Kelly.McIver@uopd.org]
Sent: Thursday, October 12, 2017 2:16 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: Toolkit

What's the destination? A web version with embedded links, and a version for print will be finished before 4:30 today.

Free speech rights, rules, responsibilities, and resources

PRINTED MATERIAL

Most building walls and campus fixtures, as well as most bulletin boards, are regulated. Building or department operators may determine what content may be approved (i.e., material related to a particular program, or published by university groups for a university audience). Unapproved or unrelated material may be removed.
Material may not contain "true" threats of violence.

DEMONSTRATIONS

May not interfere with scheduled university activities (such as classes or events)
May not block doors, hallways, stairways, fire exits, fire lanes, or public rights of way including streets, sidewalks, etc.
May not pose a threat to health and safety
May not result in damage, loss, theft or vandalism of property
May not exceed safe occupancy capacity in a room (Oregon Fire Code, Sections 104.1, 107.5, 107.6)
May not interfere with scheduled speakers' presentations or response to questions

SOUND

No amplified sound on campus between 8 a.m.-6 p.m.; no amplified sound indoors (megaphones and other sound-amplifying devices are not allowed inside)
Sound amplified by event schedulers is allowed in athletics and entertainment venues
Requests for amplified sound at the EMU Amphitheater be submitted at http://bit.ly/2gfUv2m
Please be considerate of classes and other events when demonstrating outdoors

SIGNS

May not have attached sticks inside buildings (safety hazard)
May not make direct, "true" threats of violence
May be removed if posted or left in an area that does not allow unregulated postings

GRAFFITI

Any marking, including chalking, left on campus buildings or surfaces (including sidewalks and streets) may be removed, consistent with campus maintenance standards and practices. University groups may request approved chalking through Scheduling and Event Services.

Violations of the standards above may result in university action to stop the behavior, as well as disciplinary consequences for students or employees, and possible legal action.

Visitors to the University of Oregon campus have the responsibility to obey federal and state laws, as well as University of Oregon rules and policies, and may be cited for trespass or subject to prosecution for any illegal behavior committed on campus. Faculty and staff members and students may face disciplinary sanctions imposed by the university if they ignore these standards of behavior. Students are subject to the requirements of the Student Conduct Code, and members of the faculty and staff are subjects to UO policies governing Proscribed Conduct, as well as the university's policies on progressive discipline.

###

Kelly McIver
Director of Strategic Engagement and Communications, Safety and Risk Services
Public Information Officer, University of Oregon Police Department
541-346-8335 (office)
[redacted] (mobile)
kmciver@uoregon.edu

From: Krista Dillon [mailto:kristam@uoregon.edu]
Sent: Thursday, October 12, 2017 2:08 PM
To: Kelly McIver <Kelly.McIver@uopd.org>
Subject: Toolkit

Hi
Can you send along the toolkit as it stands right now?

Get Outlook for iOS

From: Kelly McIver <Kelly.McIver@uopd.org>
Sent time: 10/12/2017 02:19:27 PM
To: Krista Dillon
Subject: RE: Toolkit

Not as a whole piece, but we have reviewed the individual components in serial discussions.

Kelly McIver
Director of Strategic Engagement and Communications, Safety and Risk Services
Public Information Officer, University of Oregon Police Department
541-346-8335 (office)
[redacted] (mobile)
kmciver@uoregon.edu

From: Krista Dillon [mailto:kristam@uoregon.edu]
Sent: Thursday, October 12, 2017 2:18 PM
To: Kelly McIver <Kelly.McIver@uopd.org>
Subject: RE: Toolkit

Not sure yet. Has GC vetted this yet?
K

From: Kelly McIver [mailto:Kelly.McIver@uopd.org]
Sent: Thursday, October 12, 2017 2:16 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: Toolkit

What's the destination? A web version with embedded links, and a version for print will be finished before 4:30 today.

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May not exceed safe occupancy capacity in a room (Oregon Fire Code, Sections 104.1, 107.5, 107.6)
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Please be considerate of classes and other events when demonstrating outdoors

SIGNS

May not have attached sticks inside buildings (safety hazard)
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###

Kelly McIver
Director of Strategic Engagement and Communications, Safety and Risk Services
Public Information Officer, University of Oregon Police Department
541-346-8335 (office)
[redacted] mobile)
kmciver@uoregon.edu

From: Krista Dillon [mailto:kristam@uoregon.edu]
Sent: Thursday, October 12, 2017 2:08 PM
To: Kelly McIver <Kelly.McIver@uopd.org>
Subject: Toolkit

Hi
Can you send along the toolkit as it stands right now?

Get Outlook for iOS

From: Andre Le Duc
Sent time: 10/10/2017 05:41:18 PM
To: Kris Winter
Cc: Krista Dillon
Subject: Re: Tweet forwarded by @uoregon

Let's start with the Demonstration Team. Once we have some more data we can share with IMT if needed. Thanks for sharing.

~~~~~~~~~~~~~~~~~~~~~~~~~~~~

Andre Le Duc
Sent from mobile device
Please excuse typos & brevity

On Oct 10, 2017, at 5:10 PM, Kris Winter <winterk@uoregon.edu> wrote:

> Hi.
> I would like to send out to Demonstration Team. Should I add IMT as well?
> -k
>
> Sent from my iPhone
>
> Begin forwarded message:
>
> **From:** Kyle Henley <khenley@uoregon.edu>
> **Date:** October 10, 2017 at 5:02:24 PM PDT
> **To:** Kris Winter <winterk@uoregon.edu>
> **Cc:** Tobin Klinger <tklinger@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>, Greg Stripp <stripp@uoregon.edu>
> **Subject: Re: Tweet forwarded by @uoregon**
>
> Agree.
>
> Adding Stripp for situational awareness.
>
> Sent from my iPhone
>
> On Oct 10, 2017, at 4:57 PM, Kris Winter <winterk@uoregon.edu> wrote:
>
> > Hi there.
> > Given the reference to "shut it down," I want to link in our Demonstration and IMT team. Any opposed?
> > - k
> >
> > Sent from my iPhone
> >
> > On Oct 10, 2017, at 3:36 PM, Tobin Klinger <tklinger@uoregon.edu> wrote:
> >
> > > FYI.
> > >
> > > ---
> > >
> > > **From:** Tim Christie <timc@uoregon.edu>
> > > **Date:** Tuesday, October 10, 2017 at 3:30 PM
> > > **To:** Tobin Klinger <tklinger@uoregon.edu>
~~~~~~~~~~~~~~~~~~~~~~~~~~~~

Cc: Lesli Larson <lalarson@uoregon.edu>
Subject: Tweet forwarded by @uoregon

In case this is not already on your radar. Tweeted 17 minutes ago.

TN based anti-abortion group will be setting up a display on the EMU green from 8am-5pm on October 18th and 19th. Prepare to #ShutItDown University of #Oregon at #Eugene @uoregon @SURJSpfldEug @CascadiaFD https://t.co/xoQF49OlID

Original Tweet: https://twitter.com/eugeneantifa/status/917875525795815424

Sent via TweetDeck

From: Greg Stripp
Sent time: 10/04/2017 07:30:00 PM
To: Krista Dillon
Cc: Andre Le Duc
Subject: Re: Tykeson Ground Breaking

Sounds like good idea. Thank you. And we also have the Berwick Hall opening

Sent from handheld device.

On Oct 4, 2017, at 7:18 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> It would be fairly easy. I'm sure several of our team members are already going to be there. I'll check with UOPD about extending 1 person to include the ground breaking.
> K
>
> ---
>
> **From:** Andre Le Duc
> **Sent:** Wednesday, October 4, 2017 7:17 PM
> **To:** Krista Dillon <kristam@uoregon.edu>
> **Cc:** Greg Stripp <stripp@uoregon.edu>
> **Subject:** Re: Tykeson Ground Breaking
>
> Sure, if we have capacity let pull a plan together.
>
> ~~~~~~~~~~~~~~~~~~~~~~~~~~~~
>
> **Andre Le Duc**
> *Sent from mobile device*
> *Please excuse typos & brevity*
>
> On Oct 4, 2017, at 7:01 PM, Krista Dillon <kristam@uoregon.edu> wrote:
>
> > Should we put some plans in place for the Tyekson ground breaking Friday as well? I don't think it would hurt as it's likely that folks would know that the president will be there. I'm thinking having 2-3 demonstration team members near by and maybe a plain clothes officer?
> > K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 |kristam@uoregon.edu

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University of Oregon | http://www.uoregon.edu/
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From: Andre Le Duc
Sent time: 10/04/2017 07:20:13 PM
To: Krista Dillon
Subject: Re: Tykeson Ground Breaking

Thanks

~~~~~~~~~~~~~~~~~~~~~~~~~~~~

Andre Le Duc
Sent from mobile device
Please excuse typos & brevity

On Oct 4, 2017, at 7:18 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> It would be fairly easy. I'm sure several of our team members are already going to be there. I'll check with UOPD about extending 1 person to include the ground breaking.
> K

From: Andre Le Duc
Sent: Wednesday, October 4, 2017 7:17 PM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Greg Stripp <stripp@uoregon.edu>
Subject: Re: Tykeson Ground Breaking

Sure, if we have capacity let pull a plan together.

~~~~~~~~~~~~~~~~~~~~~~~~~~~~

Andre Le Duc
Sent from mobile device
Please excuse typos & brevity

On Oct 4, 2017, at 7:01 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> Should we put some plans in place for the Tyekson ground breaking Friday as well? I don't think it would hurt as it's likely that folks would know that the president will be there. I'm thinking having 2-3 demonstration team members near by and maybe a plain clothes officer?
> K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: James Wooten
Sent time: 10/13/2017 02:18:55 PM
To: Krista Dillon; Clark Hansen (UOPD.org)
Cc: Becca Puleo
Subject: RE: Warm EOC on Wednesday/Thursday next week

Confirming that this has been completed – I have access to Milestone. Thanks, James

---

From: Krista Dillon
Sent: Thursday, October 12, 2017 7:42 PM
To: Clark Hansen (UOPD.org) <clark.hansen@uopd.org>
Cc: James Wooten <jwooten2@uoregon.edu>; Becca Puleo <rpuleo@uoregon.edu>
Subject: Warm EOC on Wednesday/Thursday next week

Hi Clark,
We are planning on setting up our EOC next Wednesday and Thursday for the anti-abortion displays and potential demonstrations. Can you come by first thing Wednesday morning to help the EMU lawn cameras up on one of the projectors? We'll need it up and going both Wednesday and Thursday.
Also, I am not sure if we have set up access for James, yet, can you get that set up in Milestone?
Thanks,
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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From: Rick Haught
Sent time: 10/17/2017 10:15:04 AM
To: Laurie Woodward
Cc: Krista Dillon
Subject: RE: Demonstration Team stuff

M141, where the M stands for Mezzanine.

Rick

From: Laurie Woodward
Sent: Tuesday, October 17, 2017 10:13 AM
To: Rick Haught <rickh@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Re: Demonstration Team stuff

Thank you Rick,
What's the room number??
Laurie

On Oct 17, 2017, at 10:12 AM, Rick Haught <rickh@uoregon.edu> wrote:

Consider it done.

From: Krista Dillon
Sent: Tuesday, October 17, 2017 10:11 AM
To: Laurie Woodward <lauriew@uoregon.edu>
Cc: Rick Haught <rickh@uoregon.edu>
Subject: RE: Demonstration Team stuff

That would be great, thanks!

From: Laurie Woodward
Sent: Tuesday, October 17, 2017 10:06 AM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Rick Haught <rickh@uoregon.edu>
Subject: Re: Demonstration Team stuff

Hi Krista,
We have an out of the way conference room on the mezzanine level of the EMU, it's just down the hall from Jessi's office, and around the corner from mine.. a good location for this.

It's available from 8am -4pm tomorrow (and we could move stuff to EMU admin office for the last hour), and all day Thursday.

If this works, Rick can make reservation for us.
Thank you,
Laurie

Sent from my iPad

On Oct 17, 2017, at 9:22 AM, Krista Dillon <kristam@uoregon.edu> wrote:

Hi Laurie,
Would there be a secure place that demonstration team members can leave stuff when they are working tomorrow and Wednesday? I was also going to get some bottled water and light snacks.
Thanks!
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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From: Laurie Woodward
Sent time: 10/17/2017 09:34:13 AM
To: Krista Dillon
Subject: Re: Demonstration Team stuff

Yes.. just give me a few minutes to find the best place!

Sent from my iPad

On Oct 17, 2017, at 9:22 AM, Krista Dillon <kristam@uoregon.edu> wrote:

Hi Laurie,
Would there be a secure place that demonstration team members can leave stuff when they are working tomorrow and Wednesday? I was also going to get some bottled water and light snacks.
Thanks!
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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From: Alice Cary <Alice.Cary@uopd.org>
Sent time: 10/05/2017 06:10:38 PM
To: Krista Dillon
Cc: Matt Carmichael <Matt.Carmichael@uopd.org>
Subject: UOPD Ops Plan
Attachments: State of the University Protest 2017.docx

Hi everyone,
Attached you'll find our Ops plan for tomorrow's event, if there are any changes or additions, please let me know.

Alice Cary – ***Captain***
Patrol Division
University of Oregon Police Department
2141 E. 15th Avenue
Eugene, Oregon 97403
Desk-541-346-2980
Cell-

State of the University Address 2017

OPERATIONS PLAN

October 6, 2017

Prepared by:

Sgt. Don Morris

University of Oregon Police Department

CONFIDENTIAL

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

Event Summary

The situation consists of a planned protest at President Schill's State of the University Address. The event is scheduled to take place on October 6th, 2017 at 1100, in the ballroom at the EMU. A review of recent student protests, namely ones held during BOT meetings show that these protests have been peaceful to date. However, there is always a concern that this type of protest, based on a high level of emotion, could lead to violence.

Mission

It is the mission of the University of Oregon Police Department to provide a safe and secure environment in response to any planned demonstration. The University of Oregon Police Department strives to work in collaboration with the community to facilitate demonstrations and the exercise of First Amendment Rights.

The command and execution of this Operations Order is not intended to restrict the appropriate action by law enforcement in the event of a critical incident or incident related to violence or the potential for violence. Currently, there is no information to suggest an immediate police response is necessary given the current climate. The University of Oregon Police Department's mission is not to arrest every law violator; but instead, to manage the entire event consistent with the University of Oregon policy and procedures.

Pre-Operations Planning

[redacted]

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

8. Captain Cary (IC) and Sgt. Morris have attended campus wide continuity planning.

Implementation of Operations Plan

The University of Oregon Police Department has demonstrated through pre-planning the intent to work collaboratively with members of the community to ensure a safe and secure operational period for demonstration on campus or otherwise. Prior to the operations briefing, all police command will receive a copy of this order.

Department Operations Center/Command and Control

[redacted]

Staging Areas

[redacted]

Communication Strategies

[redacted]

Quick Reaction Force (QRF)

[redacted]

Video Team

[redacted]

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

Arrest procedures

[redacted]

Use of Force/Civil Disturbance

Refer to UOPD Policy 357.

Reporting/Evidence Collection

In the event a major crowd disturbance occurs, each member involved in the incident/event shall complete a supplemental report documenting his/her activities and observations during the course of

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

the operation. All officers will be required to document each use of force. Team leaders will be responsible for collecting and approving all reports generated by their immediate team members. This will be completed prior to end of watch. All reports will document, when possible, all witnesses to the incident/event. The collection of evidence will be completed in accordance with department policy.

Communications

[redacted]

Media Relations

All media relations will be managed by the University of Oregon NPIO. All public release of information will be coordinated with the Incident Commander. If other Law Enforcement agencies are on campus providing support no press release will occur until the assisting agencies PIO are notified.

Media Identification and Access

The media have a right to cover demonstrations. University of Oregon PIO will be the point of contact for all inquiries and help to facilitate open communication and ensure press credentials are authentic.

Contingency Plans

[redacted]

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

Tactical/Custody Considerations

- Refer to UOPD Department Policy.

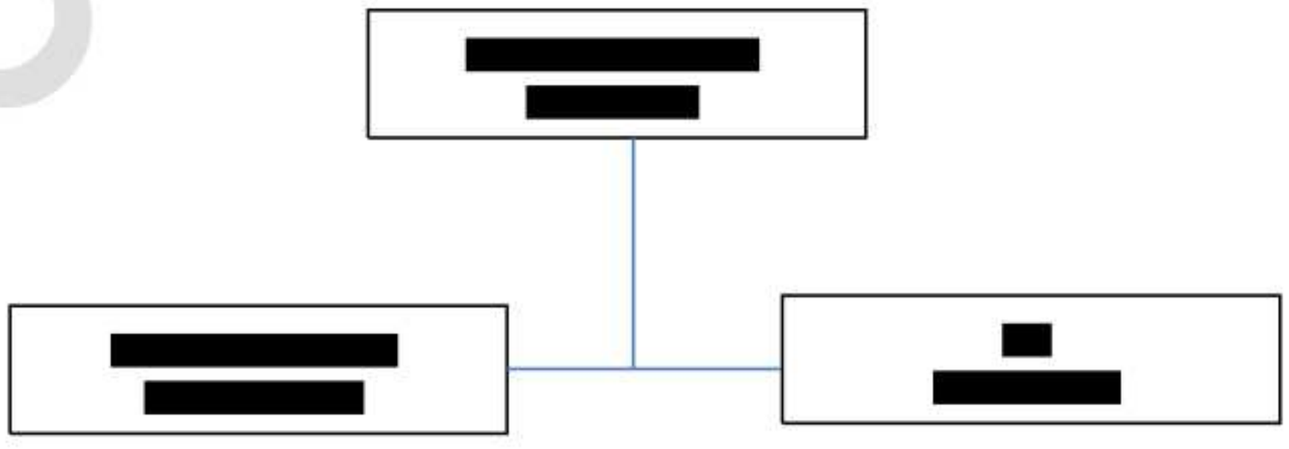
[redacted]

Staffing

Assignments

[redacted]

Initial Operation Command Structure



Medical Aid

[redacted]

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

CONFIDENTIAL

Staffing

[redacted]

CONFIDENTIAL

Prepared By: Sgt. Don Morris October 5, 2017 Approved By: Cpt. Cary_____

From: Alice Cary <Alice.Cary@uopd.org>
Sent time: 10/17/2017 12:06:50 PM
To: Krista Dillon
Cc: Matt Carmichael <Matt.Carmichael@uopd.org>
Subject: UOPD Ops Plan for 10/18-10/19/2017
Attachments: Genocide Awareness Project Action Plan_.docx

Attached you'll find the Ops plan for this upcoming event, if you see anything that needs to be adjusted, let me know. This is a confidential document and should not be distributed to unauthorized personnel.

Thank you,

Alice Cary – ***Captain***
Patrol Division
University of Oregon Police Department
2141 E. 15th Avenue
Eugene, Oregon 97403
Desk-541-346-2980
Cell

University of Oregon Police Department

Center for Bio-Ethical Reform (CBR) Genocide Awareness Project (GAP)

October 18th-19th, 2017

EVENT ACTION PLAN

October 13, 2017

Prepared by:

Captain Alice Cary

University of Oregon Police Department

Event Summary

The Center for Bio-Ethical Reform is scheduled to be on campus for 2 days starting October 18th (Wednesday-Thursday) from 0830 to 1630 in the EMU Green. CBR is known primarily for their Genocide Awareness Project (GAP) which is the project they will be bringing to the University of Oregon.

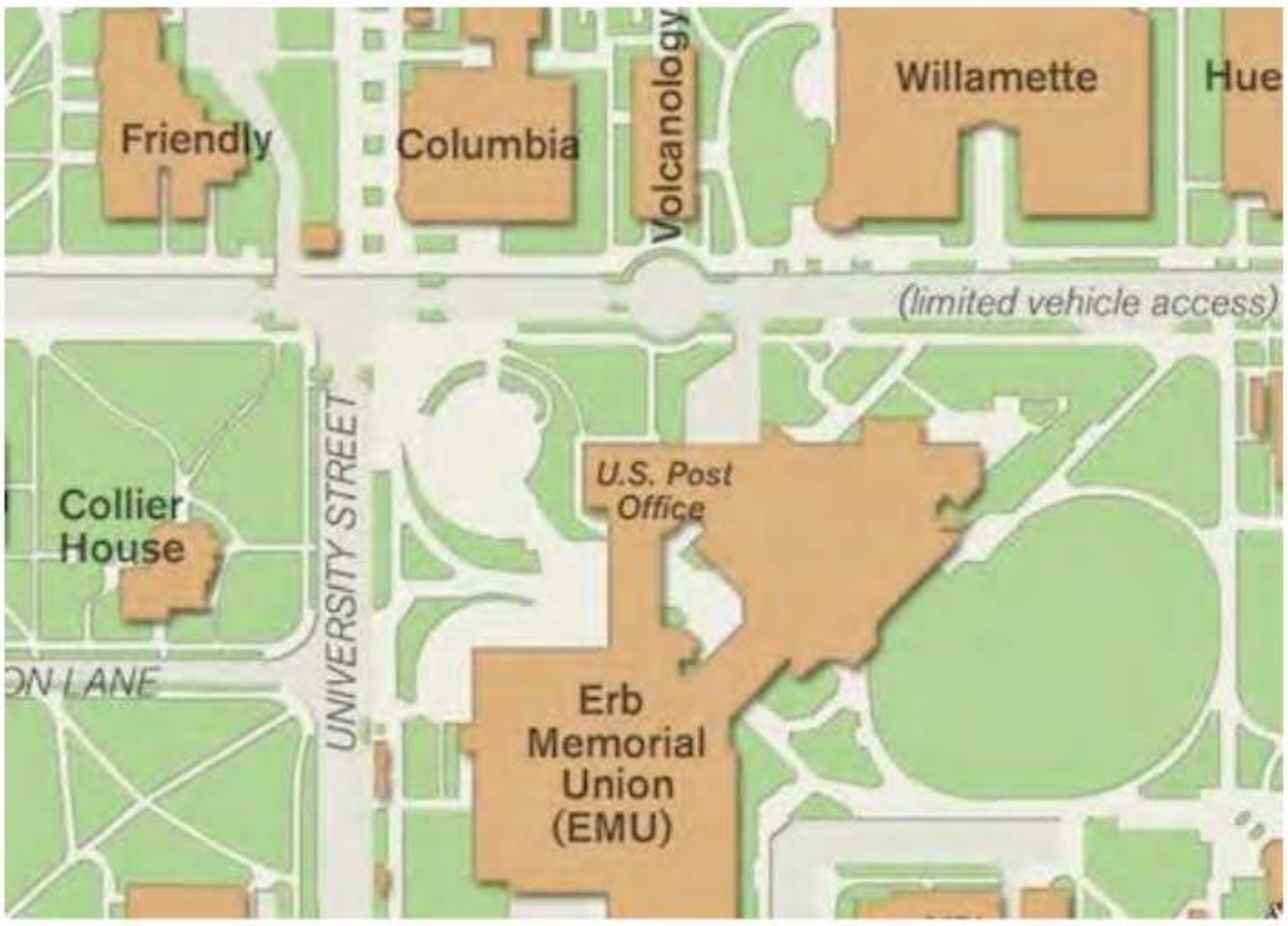
The **Center for Bio-Ethical Reform** (**CBR**) is an American pro-life organization promulgating views of the right to life for the unborn, disabled, infirm, aged and other vulnerable groups. The CBR was founded in July 1990 as a privately funded, non-profit educational corporation. Its slogan is "abortion represents an evil so inexpressible that words fail us when attempting to describe its horror. Until abortion is seen, it will never be understood." The Executive Director of the CBR is Gregg Cunningham, a former Republican member of the Pennsylvania House of Representatives who has also held a number of other government positions. He was a member of the Reagan administration.

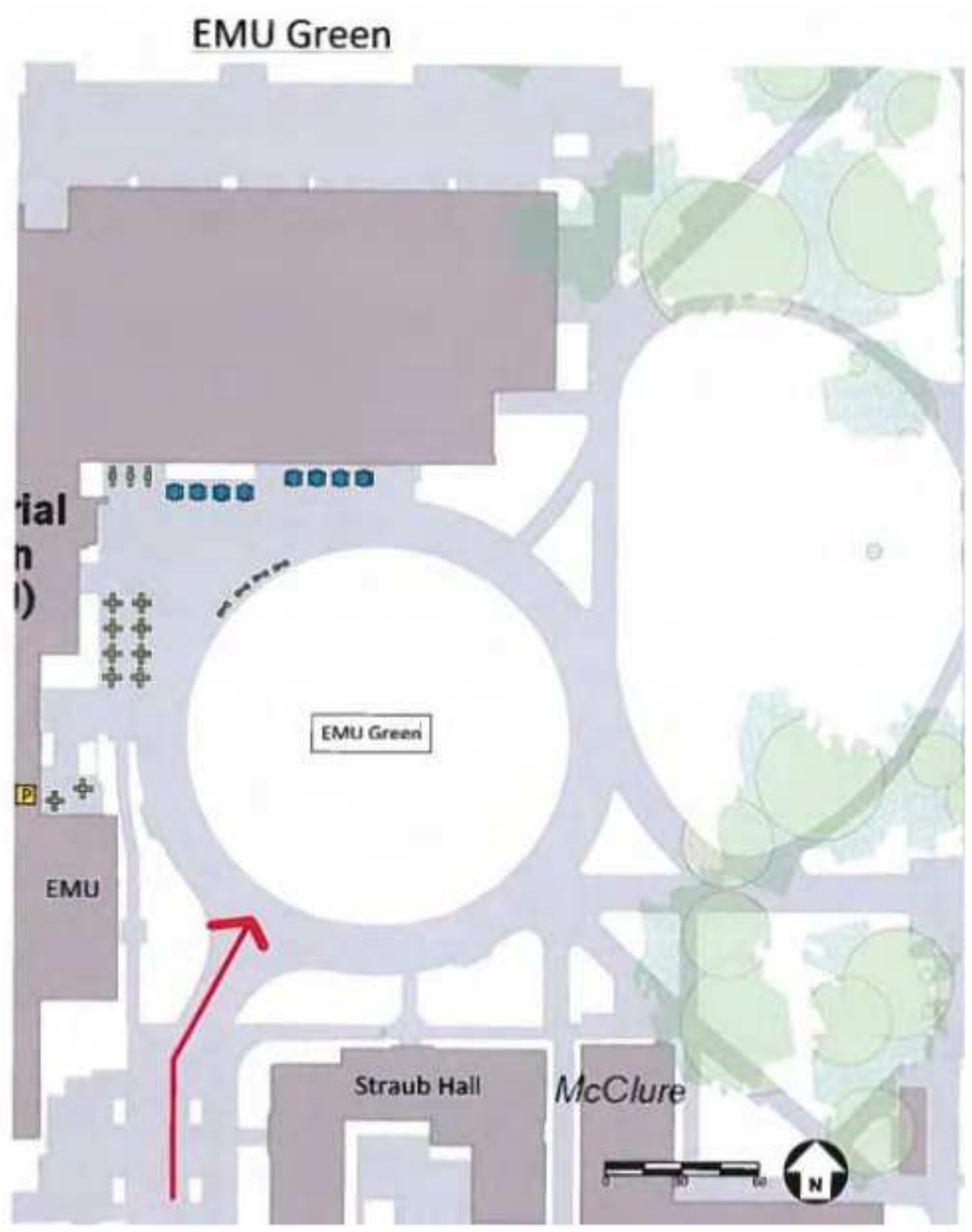
The CBR is strictly non-violent. Their primary means of debating abortion on campuses is to use highly graphic photos of fetus parts juxtaposed against coins. They purport the use “scientific fact, historical examination and contemporary analysis with the graphic posters, but the group sues primarily the photos and religion in their “debate on campus” along with comparing abortion with the Holocaust. Due to the graphic nature, their events on campuses have been highly inflammatory with campus students objecting to the posters, including several protests.

The CBR is highly organized, training their personnel on non-violence interaction and providing them with standard talking points. They consider their GAP Project to be neither a protest nor demonstration; it is the presentation of a particular view point against abortion.

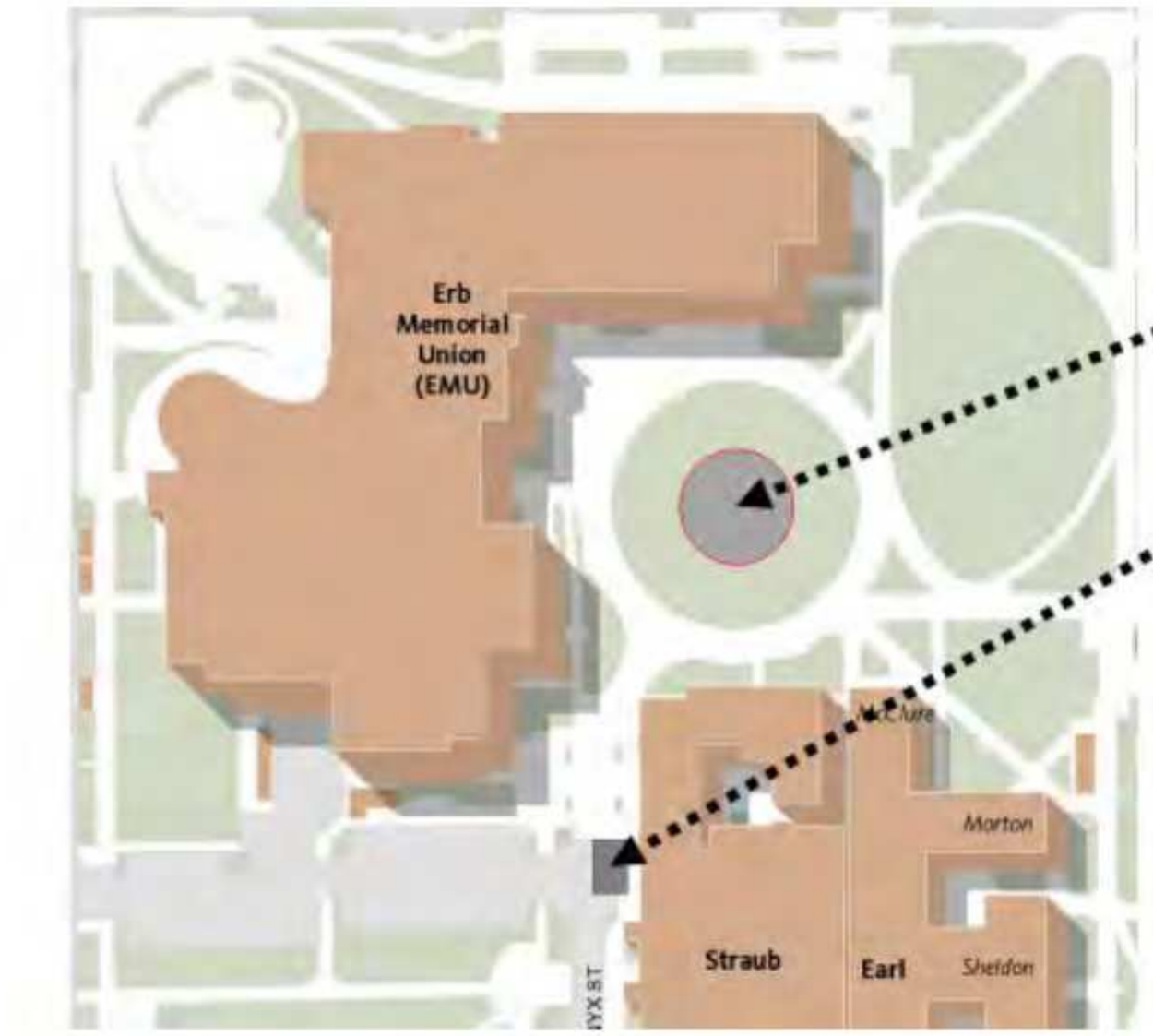
They have brought several lawsuits against campuses and media using slander and First/Fourteenth Amendment arguments along with assault charges against protesters who tamper with or remove their displays.

Several protest and counter protest groups have been identified, with plans to attend this event. The Lane Defense Group and Eugene Antifa are two of the groups expected to attend. The Lane Defense Group is the organization that most recently disrupted the “State of The University Address.” Additionally, local pro-life and pro-choice groups will potentially attend this event.





DISPLAY TO BE SET UP IN THE MIDDLE OF THE EMU GREEN



- Approved placement is in the center of the EMU Green.
- Group stated on conference call 10/10/17 that the display is 50 ft in diameter.
- UOPD staging trailer will be in service vehicle space West of Straub Hall.



Mission

It is the mission of the University of Oregon Police Department to provide a safe and secure environment in response to any planned demonstration. The University of Oregon Police Department strives to work in collaboration with the community to facilitate demonstrations and the exercise of First Amendment Rights.

The command and execution of this Operations Order is not intended to restrict the appropriate action by law enforcement in the event of a critical incident or incident related to violence or the potential for violence. Currently, there is no information to suggest an immediate police response is necessary given the current climate. The University of Oregon Police Department's mission is not to arrest every law violator; but instead, to manage the entire event consistent with the University of Oregon policy and procedures.

Pre-Operations Planning

[redacted]

Implementation of Operations Plan

The University of Oregon Police Department has demonstrated through pre-planning the intent to work collaboratively with members of the community to ensure a safe and secure operational period for demonstration on campus or otherwise. Prior to the operations briefing, all police command will receive a copy of this order.

Department Operations Center/Command and Control

[redacted]

Staging Areas

[redacted]

Communication Strategies

In the event of a demonstration and in the interest of avoiding confrontation, it shall be the policy of the University of Oregon Police Department to make every attempt to communicate with the demonstrators. [redacted]

Quick Reaction Force (QRF)

[redacted]

Video Team

[redacted]

Arrest procedures

[redacted]

[redacted]

Use of Force/Civil Disturbance

Refer to UOPD Policy 357.

Reporting/Evidence Collection

In the event a major crowd disturbance occurs, each member involved in the incident/event shall complete a supplemental report documenting his/her activities and observations during the course of the operation. All officers will be required to document each use of force. Team leaders will be responsible for collecting and approving all reports generated by their immediate team members. This will be completed prior to end of watch. All reports will document, when possible, all witnesses to the incident/event. The collection of evidence will be completed in accordance with department policy.

Communications

[redacted]

Media Relations

All media relations will be managed by the University of Oregon NPIO. All public release of information will be coordinated with the Incident Commander. If other Law Enforcement agencies are on campus providing support no press release will occur until the assisting agencies PIO are notified.

Media Identification and Access

The media have a right to cover demonstrations. University of Oregon PIO will be the point of contact for all inquiries and help to facilitate open communication and ensure press credentials are authentic.

Contingency Plans

[redacted]

Tactical/Custody Considerations

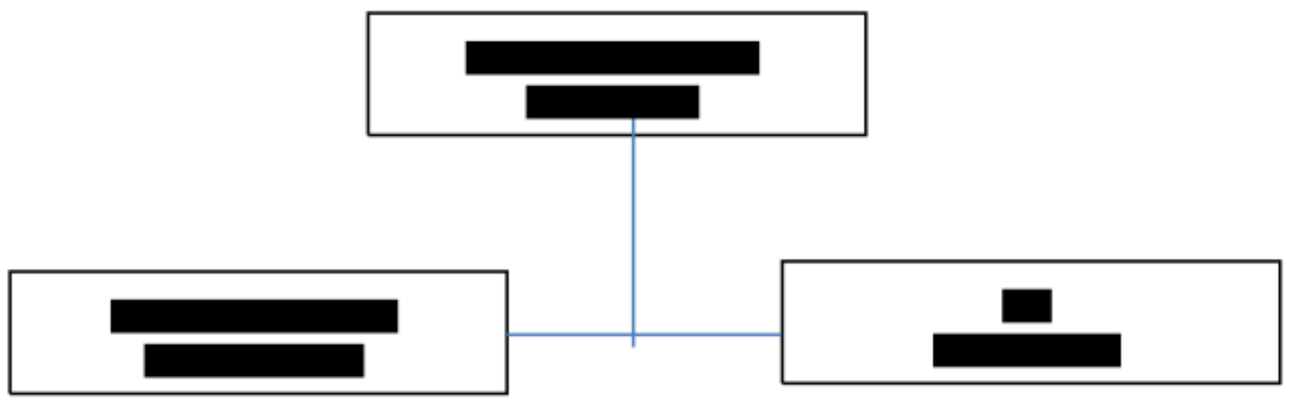
[redacted]

[redacted]

Assignments

[redacted]

Initial Operation Command Structure



Medical Aid

[redacted].

Staffing

[redacted]

From: Matt Carmichael <Matt.Carmichael@uopd.org>
Sent time: 10/17/2018 04:10:16 PM
To: Jason Wade; Don Morris; Krista Dillon; Andre Le Duc; James Stegall
Subject: corrected copy
Attachments: Scanned from a Xerox Multifunction Printer (003).pdf

---

Thank you

Special Event

OPERATIONS PLAN

October 17, 2018

Prepared by:

Chief Matthew Carmichael

University of Oregon Police Department

CONFIDENTIAL

Confidential Tactical Operations Plan not subject to public disclosure, law enforcement sensitive

Author_____ - Date_____ Approved_____ Date_____

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Situation

On October 17, 2018, the University of Oregon student chapter of Turning Point USA will be hosting their national director Charlie Kirk. The event was initially scheduled with Campus Events as a tabling event and opportunity to meet with Mr. Kirk. Eventually the promotion changed to a "debate" with Charlie Kirk.

Mr. Kirk is currently on a national tour visiting primarily college campuses and hosting speaking events that are scheduled inside a campus facility. A review of recent events revealed the following:

1. February 18, 2018 Colorado State University hosts Kirk. While there were disruptions a group claiming to be Nazis entered at the end and caused a disruption to the point police escorted folks off campus
2. April 10, 2018, Kirk speaks in Florida at University of Central Florida campus. Protestors on hand no violence.
3. Visited Stanford in May 2018
4. September 20, 2018 Kirk visits University of Hawaii Manoa. Disruption but no violence
5. October 3, 2018 visit to CU Boulder had peaceful protest and no violence http://www.dailycamera.com/cu-news/ci_32182737/turning-point-usa-tour-stop-at-cu-boulder
6. October 9, 2018 visit the University of Georgia, no issues
7. October 16th, 2018 speaker was supposed to be at DePaul but DePaul denies application of Kirk to speak on campus. https://depauliaonline.com/37083/news/jump-from-front-conservative-speakers-denied-visit-event-forced-off-campus/

Based on open source information and information gleaned from the CUPD in Colorado we can expect some level of counter demonstration. The "debate" is scheduled for two hours, 1500 hours through 1700 hours, at the EMU South outdoor lawn.

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Weather Forecast

WEDNESDAY	10am	11am	12pm	1pm	2pm	3pm	4pm	5pm
Forecast	Mostly Sunny	Sunny	Sunny	Sunny	Sunny	Sunny	Sunny	Sunny
Temp (°F)	53°	58°	63°	67°	71°	74°	78°	75°
RealFeel®	58°	64°	69°	71°	74°	76°	79°	75°
Wind (mph)	2 ENE	4 NE	4 NE	5 NNE	5 N	6 NNW	6 NNW	6 NNW

Mission

It is the mission of the University of Oregon Police Department to provide a safe and secure environment for all special events on campus. During this operational period the University of Oregon Police Department and its law enforcement and community partners will conduct crowd management with an emphasis on safety and security. The University of Oregon Police Department has worked closely with the University of Oregon Demonstration team in planning for this operation.

The command and execution of this Operations Order is not intended to restrict the appropriate action of law enforcement outside the typical sequence of events. Our mission is not to arrest every law violator; but instead, to manage the event in a safe manner.

Pre-Operations Planning

[redacted]

Author_____- Date_____ Approved_____ Date_____

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[redacted]

Execution

The University of Oregon Police Department has demonstrated through pre-planning the intent to work collaboratively with members of the community to ensure a safe and secure operational period for special events on campus. This section will identify the steps necessary to carry out this order.

Quick Reaction Force

[redacted]

Video Team

[redacted]

Arrest procedures

[redacted]

Author_____ - Date 11/17/17 Approved_____ Date_____

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[redacted]

Use of Force

All use of force will be documented and consistent with department policy

Reporting/Evidence Collection

In the event a major crowd disturbance occurs, each member involved in the incident/event shall complete a supplemental report documenting his/her activities and observations during the course of the operation. The Incident Commander or designee will author the primary report. All officers will be required to document each use of force. Team leaders will be responsible for collecting and approving all reports generated by their immediate team members. This will be completed prior to end of watch. All reports will document, when possible, all witnesses to the incident/event. The collection of evidence will be completed in accordance with department policy.

Mutual Aid

[redacted]

Author _____ - Date 11/17/16 Approved _____ Date _____

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Administration

Department Operations Center/Command and Control

[redacted]

Staging Areas

[redacted]

Communication Strategies

In the event of a demonstration and in the interest of avoiding confrontation, it shall be the policy of the University of Oregon Police Department to make every attempt to communicate with the demonstrators. See attached Event Disruption Escalation Path.

Author_____ - Date_____ Approved_____ Date_____

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Media Relations

All media relations will be managed by the University of Oregon Communications Division. All public release of information will be coordinated with the Incident Commander. If other Law Enforcement agencies are on campus providing support no press release will occur until the assisting agencies PIO are notified.

Media Identification and Access

The media have a right to cover demonstrations. UO Communications will be the point of contact for all inquiries and help to facilitate open communication and ensure press credentials are authentic.

Contingency Plans

[redacted]

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Tactical/Custody Considerations

Refer to Department Policy

[redacted]

Command and Control

Communication

[redacted]

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Staffing

Assignments

[redacted]

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ICS 203

1. Incident Name	Turning Point
2. Date	10/17/18
3. Time	1500
4. Operational Period	10/17/18 1500-1700

5. UO –Command Staff

	Name	Phone
Incident Commander	Matt Carmichael	
SRS Duty Admin	Flo Hoskinson	
Agency Administrator	Andre Le Duc	
Public Information Officer	Tobin Klinger	
Community Relations	Matt Roberts	

6. Planning Section

	Name	Phone
Chief	Becca Puleo	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. Logistics Section

	Name	Phone
Chief		
Communication Unit		
Supply Unit Leader		

8 Finance Section

	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. Police		
Branch Director	Don Morris	
B. Student Life		
Branch Director		
C. General Counsel		
Branch Director	Kevin Reed	
	Jessica Price	
D. Fire Marshal's Office		
Branch Director	Simon Ditton	
	Zach Earl	
E. EMU		
Branch Director	Laurie Woodward	
F. Provost		
Branch Director		
G.		
Branch Director		
H.		
Branch Director		

Confidential Tactical Operations Plan not subject to public disclosure, law enforcement sensitive

Author _____ - Date 10/17/18 Approved _____ Date _____

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Medical Aid

[redacted]

ATTACHMENTS

1. ICS Forms
2. Event Disruption Escalation Path

CONFIDENTIAL

Author _____ - Date 4/11/18 Approved _____ Date _____

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Event Intelligence

Previous events involving this speaker include but are not limited to the following:

1. February 18, 2018 Colorado State University hosts Kirk. While there were disruptions a group claiming to be Nazis entered at the end and caused a disruption to the point police escorted folks off campus
2. April 10, 2018, Kirk speaks in Florida at University of Central Florida campus. Protestors on hand no violence.
3. Visited Stanford in May 2018
4. September 20, 2018 Kirk visits University of Hawaii Manoa. Disruption but no violence
5. October 3, 2018 visit to CU Boulder had peaceful protest and no violence http://www.dailycamera.com/cu-news/ci_32182737/turning-point-usa-tour-stop-at-cu-boulder
6. October 9, 2018 visit the University of Georgia, no issues
7. October 16th, 2018 speaker was supposed to be at DePaul but DePaul denies application of Kirk to speak on campus. https://depauliaonline.com/37083/news/jump-from-front-conservative-speakers-denied-visit-event-forced-off-campus/



Captain Morris met with the speaker's security advance team who reported while events have included some protest and disruption they report no acts of violence directed at the speaker. The security team also advised that no acts of violence have occurred at previous events. Direct lines of communication have been established by Captain Morris with the event organizer and event security team.

Author_____ - Date 11/6/18 Approved_____ Date_____

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FIRST PUBLIC MARKETING BY THE STUDENT ORGANIZATION



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Author_____- Date_____Approved_____ Date_____

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CONFIDENTIAL

Confidential Tactical Operations Plan not subject to public disclosure, law enforcement sensitive

Author_____ - Date_____ Approved_____ Date_____

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ICS 203

1. Incident Name	
Turning Point	
2. Date	3. Time
10/17/18	1500
4. Operational Period	
10/17/18 1500-1700	

5. UO –Command Staff

	Name	Phone
Incident Commander	Matt Carmichael	
SRS Duty Admin	Flo Hoskinson	
Agency Administrator	Andre Le Duc	
Public Information Officer	Tobin Klinger	
Community Relations	Matt Roberts	

6 Planning Section

	Name	Phone
Chief	Becca Puleo	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. Logistics Section

	Name	Phone
Chief		
Communication Unit		
Supply Unit Leader		

8 Finance Section

	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone

A. Police

Branch Director	Don Morris	

B. Student Life

Branch Director		

C. General Counsel

Branch Director	Kevin Reed	
	Jessica Price	

D. Fire Marshal's Office

Branch Director	Simon Ditton	
	Zach Earl	

E. EMU

Branch Director	Laurie Woodward	

F. Provost

Branch Director		

G.

Branch Director		

H.

Branch Director		

Confidential Tactical Operations Plan not subject to public disclosure, law enforcement sensitive

Author _____ - Date _____ Approved _____ Date _____

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Medical Aid

[redacted]

ATTACHMENTS

1. ICS Forms
2. Event Disruption Escalation Path

CONFIDENTIAL

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Civil Disturbances and Demonstrations

357.1 PURPOSE AND SCOPE

As an institution of higher education, the University of Oregon fosters an atmosphere that encourages the expression of thoughts and opinions and the exercising of constitutionally granted rights to address grievances.

Proper handling of large public demonstrations and events is important to reduce the possibility of escalation into a situation that involves criminal activity or threatens public safety. The University will respond in a tiered approach in an effort to address any issues that might arise at the lowest engagement possible. Whether there is a police presence, and the profile of any police presence will be determined through an assessment of factors such as the nature of the event and the need to ensure public safety, protect persons and property, and maintain order.

Many strategies may be appropriately employed during demonstrations or large public events that do not include police actions. This policy provides guidelines for UOPD employees when they are involved in dealing with these incidents. The ultimate goal in the management of any event is to mitigate impact on the affected areas and persons, and eventually restore the affected area to the conditions that prevailed before the incident occurred.

357.1.1 DEFINITIONS

Civil Disturbance: Public gatherings that involves riots, personal or property damage, threatening individuals or assemblies that have become significantly disruptive, or involve criminal activity.

Demonstrations: Visible actions designed to advocate a position on a particular issue or issues. They may include actions that cause inconvenience to the campus community.

357.2 GENERAL GUIDELINES

It is crucial that UOPD personnel remain neutral and impartial in performing their duties. Duties generally include:

- Protect life and prevent personal injury

- Protect the statutory and constitutional rights of all parties

- Protect personal and public property

Effective communication is essential for successful operations. This includes communications with:

- people involved in the incident

- people affected by the incident

- Officers and other employees of UOPD and the University

- UOPD Command personnel, UO Incident Management Team (UO-IMT) and other University administrators involved in the response to such incidents.

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Civil Disturbances and Demonstrations

Participant behavior during a demonstration or other public event may span varying levels including lawful, constitutionally protected actions and speech, civil disobedience (typically involving minor criminal acts) and rioting. All of these behaviors may be present during the same event, therefore, it is imperative that police actions are measured and appropriate for the behaviors encountered. This is particularly critical if force is being used. Adaptability of strategies and tactics is essential.

357.3 COMMAND AND COORDINATION

The University's response to these events will be organized in a manner consistent with the National Incident Management System (NIMS), the Incident Command System (ICS) and the University of Oregon Emergency Operations Plan (EOP).

Management of the University response will be handled through activation of the UO-IMT which includes Unified Command involving the UOPD Chief, or designee. The PIO function also becomes part of the PIO Group (See the UO EOP for further details).

If the incident is likely to involve a location outside the campus jurisdiction, or mutual aid is anticipated, representatives of the Eugene Police Department or other involved law enforcement agencies should be part of a Unified Command structure.

When responding to unanticipated events, the Executive Coordinator, or designee, generally will be the initial Incident Commander in the ICS structure until such time as the EOP is activated and the Executive Coordinator is relieved. The Executive Coordinator is initially responsible for:

- establishing a field command post/location and communicating the location to the dispatcher
- establishing an effective communication link to the UOPD representative in the Unified Command
- establishing the necessary mechanism to adequately monitor the situation, including the documentation of unlawful behavior
- updating the Incident Command group in a timely fashion regarding changes in behavior or other information critical to the successful management of the incident

357.4 INITIAL ASSESSMENT

The Department will utilize administrators (such as Student Affairs, University Relations and Finance and Administration) to work with groups first and will also be able to utilize the following resources: Office of Strategic Communications, Neutral Observers program (Student Affairs), and the Bias Response Team (Student Affairs).

UOPD officers will be deployed there is a reasonable expectation of unlawful or disruptive behavior. UOPD personnel may be the first University officials on a scene of an unanticipated event. The initial response should be focused on making an assessment of the situation. This assessment includes, but is not limited to:

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- location(s)
- number of participants
- purpose of the event
- leadership (whether it is apparent and/or whether it is effective)
- any initial indicators of unlawful or disruptive activity
- indicators that lawful use of University facilities, streets or walkways will be impacted
- ability and/or need to continue monitoring the incident

Initial assessment information should be communicated through the Chain of Command to Incident Command.

357.5 ENFORCEMENT ACTIONS

Enforcement of laws generally will only be done when authorized by the Incident Commander, or designee, or when enforcement actions are likely to prevent death or serious bodily injury. Enforcement actions, if deemed appropriate, generally follow adequate warnings and advisements communicated to the participants of the event.

Warnings and advisements may be communicated through established communications links with leaders and/or participants (such as through the Neutral Observer Program), or communicated to the group, en masse. Effectively communicating warnings and advisements to a large group, en masse, is often very difficult and UOPD staff who are designated to issue such communications should use whatever reasonable methods are available to ensure that the messages are clear in content and are heard by the participants.

Often, no leaders are identifiable, or if they are identifiable refuse to self-identify as leaders or act as leaders in working with authorities. This presents challenges in communicating adequately and effectively with participants.

Warnings and advisements should be recorded, if practical, and documentation of evidence that they are heard can be effective in support of enforcement actions, if they become necessary or advisable.

The content of warnings and advisements are sometimes provided by the prosecutor's office in order to form a legal foundation for addressing some behaviors, such as trespassing. Generally, however, they should include:

- police concerns, including identifying what laws are being broken
- what actions people can take to render their behavior legal
- generally, what police actions will take place if the illegal behavior continues

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357.6 USE OF FORCE

The use of force in crowd situations should be authorized prior to application, and accomplished in a deliberate, methodical and calculated manner so that the force is applied within departmental guidelines and training, and only on those person's where the force is justified.

Commanders authorizing the use of force should take into consideration that the use of force can result in an escalation of anti-police sentiments and increased unlawful behavior by people involved in mass demonstrations.

357.7 VIDEO RECORDING

This policy does not cover public safety video cameras that are installed for routine surveillance of public spaces for public safety concerns.

Video recording, when appropriate, is a good tool to record situations and events that involve, or may lead to, the need for police action. These recordings support criminal prosecutions, assist in evaluating department performance and better respond to allegations of improper police actions or legal action taken against the department and/or its employees.

Video recording by department personnel will be done in compliance with applicable laws. They will not be made, or retained, for the purpose of collecting or maintaining information about the political, religious, or social views, associations, or activities of any individual, group, association, organization, corporation, business, or partnership unless such information directly relates to an investigation of criminal activities, and there is reasonable suspicion that the subject of the information is involved in criminal conduct.

357.7.1 HANDLING AND RETENTION OF VIDEO RECORDINGS

Video recording media will be submitted as evidence, if it is known to contain evidence of criminal conduct. Otherwise, it will be submitted as property.

A copy of the Property or Evidence Report will be forwarded to Law Enforcement Records Specialist, who will be responsible for managing the retention and authorizing the disposition of video recordings made under this policy.

Video recordings submitted as evidence will be retained in accordance with policies and procedures for the retention of criminal evidence.

Video recordings submitted as property will be retained for 30 days if no police action was taken during the event. During that time all internal reviews will be conducted. If police action was taken during the event, the recordings will be retained for 180 days (this corresponds to the time frame in which civil allegations must be formally reported to the department).

If recordings are determined to contain criminal or civil evidence they will be retained in their entirety at the direction of the prosecutor or general counsel. Once legal action is finished, and at the direction of the attorney, the recordings will be erased or destroyed.

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Scheduling and Event Services

UNIVERSITY OF OREGON

EVENT CONFIRMATION

Tabling with Charlie Kirk Oct 2018

FIRST DATE: Wednesday, Oct. 17, 2018
LAST DATE: Wednesday, Oct. 17, 2018

Event Title: Tabling with Charlie Kirk

Billing/Payment/Notes:

CUSTOMER

[redacted] {Requestor}
Phone:
Email: [redacted]

Additional Sponsor:

Event Reference: 2018-ABHTDW
Event Last Modified: 10/16/2018 2:35PM
Current Event State: CONFIRMED

Primary Coordinator: Julia Melendy
Phone: 541-346-6000
Email: schedule@uoregon.edu

Event Requirement(s): **Comments:**

NO REQUIREMENTS ASSIGNED

1. Holds Only (10am-5:30pm)

Reservation Times:

Pre-event Time: Wed. 10/17/18 10:00 AM
Event Times: **Wed. 10/17/18 10:00 AM - 5:00 PM**
Post-event Time: Wed. 10/17/18 5:00 PM

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #12 *Tables #1-#6 are located along the north edge of the Fishbowl.* *Tables #7-#13 are located along the railing across the main entrance path.*	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #13 *Tables #1-#6 are located along the north edge of the Fishbowl.* *Tables #7-#13 are located along the railing across the main entrance path.*	0	Info./Vendor Table(s)

Resource Assignment(s):

NO RESOURCES ASSIGNED

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CONTINUATION

Tabling with Charlie Kirk Oct 2018

2. EMU - Fishbowl Terrace Table #11

Reservation Times:

Pre-event Time: Wed. 10/17/18 2:30 PM

Event Times: **Wed. 10/17/18 3:00 PM - 5:00 PM**

Post-event Time: Wed. 10/17/18 5:00 PM

Reservation Comments:

Relocated to space #11. > #12+13 are also booked to avoid space, gathering conflicts.
ks 10/15

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #11	2	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

Resource Assignment(s):

	EMU - Vendor Small Table Info only
2	EMU - Chair - Outdoor EMU Stored 130
1	EMU - Table - 6' - Outdoor -130 Storage

3. Holds Only (3-5:30pm)

Reservation Times:

Pre-event Time: Wed. 10/17/18 3:00 PM

Event Times: **Wed. 10/17/18 3:00 PM - 5:30 PM**

Post-event Time: Wed. 10/17/18 5:30 PM

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #4	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #5	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #6	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #7	0	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

EMU Fishbowl Terrace Table #9	0	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

Resource Assignment(s):

NO RESOURCES ASSIGNED

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CONTINUATION **Tabling with Charlie Kirk Oct 2018**

4. Holds Only (3:30-5:30pm)

Reservation Times:

Pre-event Time: Wed. 10/17/18 3:30 PM

Event Times: **Wed. 10/17/18 3:30 PM - 5:30 PM**

Post-event Time: Wed. 10/17/18 5:30 PM

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #2	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #8	0	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

Resource Assignment(s):

NO RESOURCES ASSIGNED

CANCELLATION POLICY

- The listed 'Customer' on this estimate must contact UO Scheduling & Event Services to cancel the event.
- To avoid all expenses/charges (except non-refundable deposit), cancellation must be received no later than 48 hours* prior to the listed 'Pre-Event Time'.
- Cancellations received less than 48 hours* but at least 24 hours* prior to the listed 'Pre-event Time' will incur 50% of all listed expenses/charges.
- Cancellations received less than 24 hours* prior to the listed 'Pre-event Time' will incur 100% of all listed expenses/charges.
- Any equipment or services obtained from an outside vendor through UO Scheduling & Event Services is subject to that vendor's cancellation policy.
- UO Scheduling & Event Services reserves the right to cancel the event without prior notice should staff or other appropriate authority determine safety concerns warrant such action.

* *Excluding weekends and holidays.*

UO Scheduling and Event Services
EMU 236 & 237
1395 University Street
Eugene OR 97403

Phone: 541-346-6000
Email: schedule@uoregon.edu

ALL ITEMS SHOWN ON THIS CONFIRMATION ARE SUBJECT TO CHANGE!

Please review document and contact coordinator(s) listed at top of first page if you find any errors or omissions.

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Erb Memorial Union

Basement



Building #033: Sum of room areas (sq ft): 66477.82 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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N

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Erb Memorial Union

First Floor



Building #033: Sum of room areas (sq ft): 55559.27 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

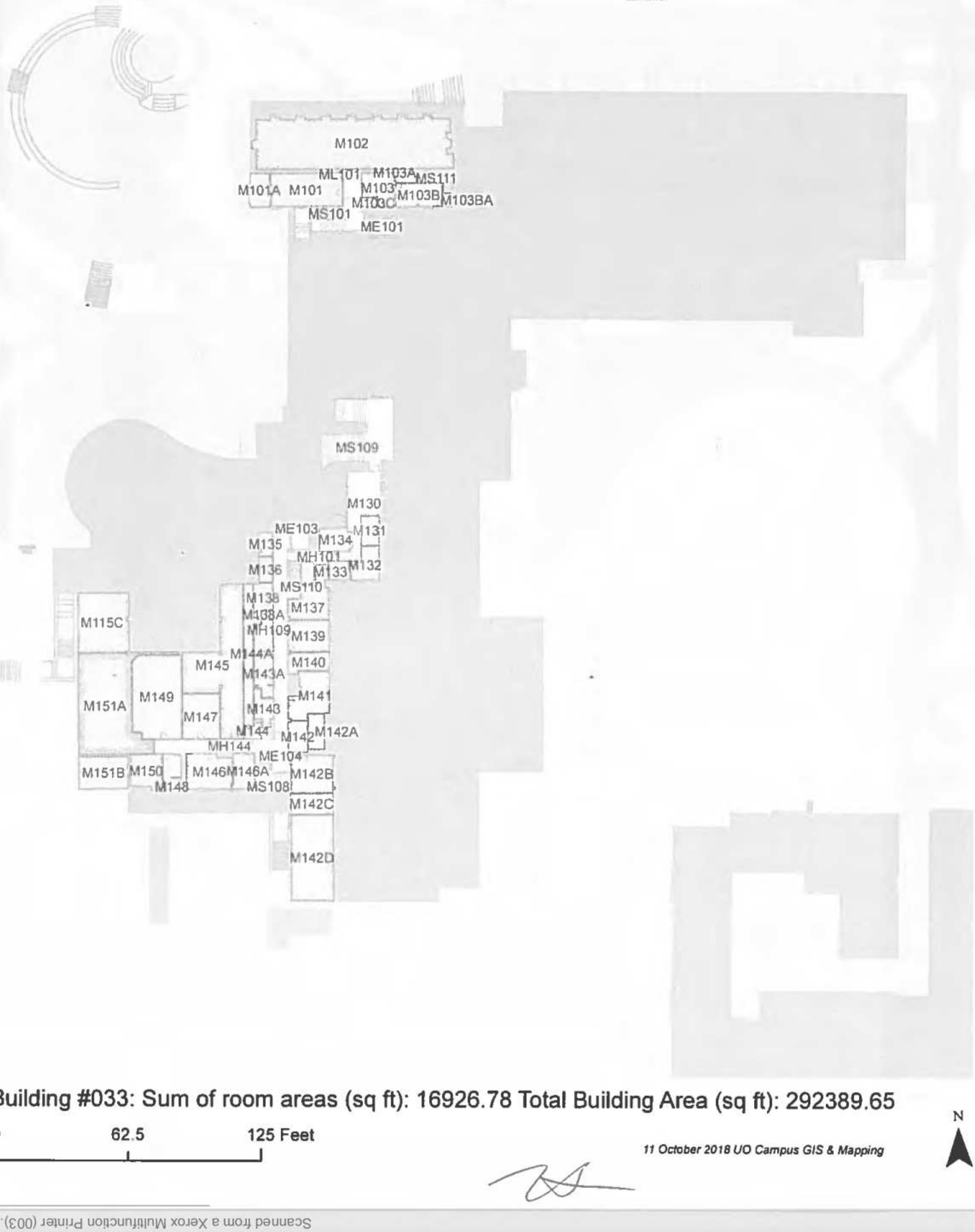
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Erb Memorial Union

First Floor Mezzanine



Building #033: Sum of room areas (sq ft): 16926.78 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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Erb Memorial Union

Second Floor



Building #033: Sum of room areas (sq ft): 41156.2 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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N

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Erb Memorial Union

Third Floor



Building #033: Sum of room areas (sq ft): 14532.08 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

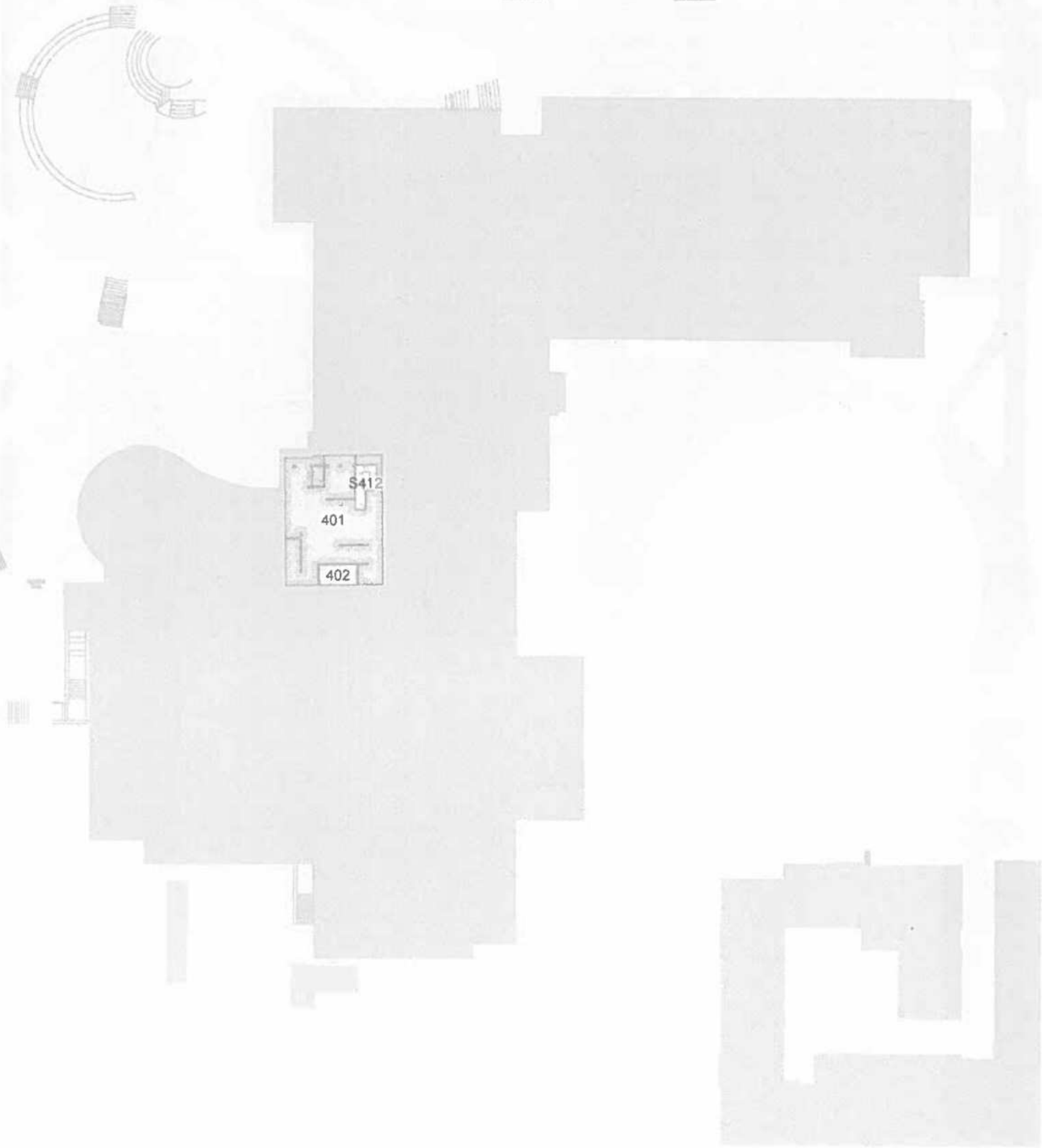
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Erb Memorial Union

Fourth Floor



Building #033: Sum of room areas (sq ft): 2377.51 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

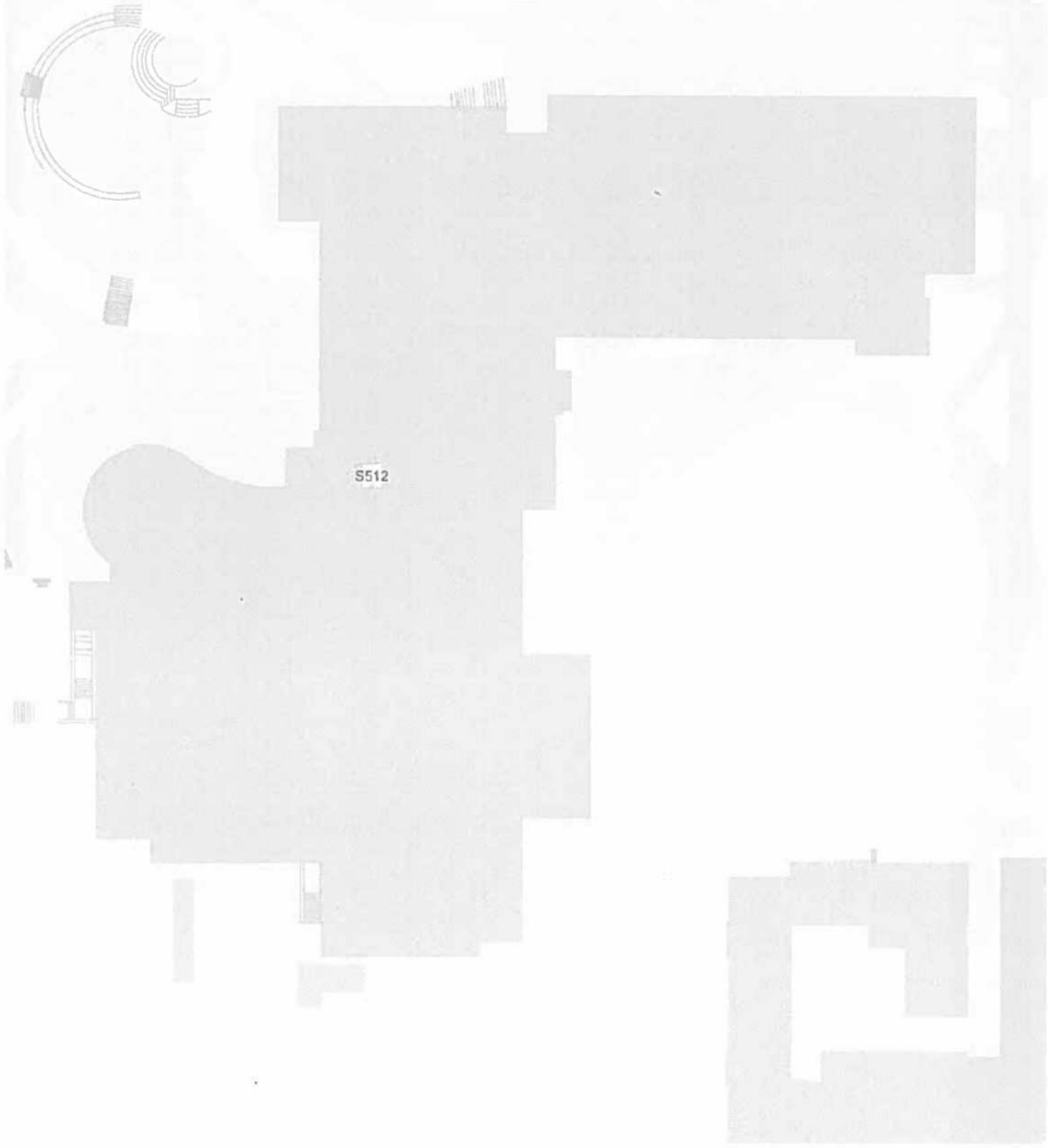
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Erb Memorial Union

Fifth Floor



Building #033: Sum of room areas (sq ft): 90.32 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

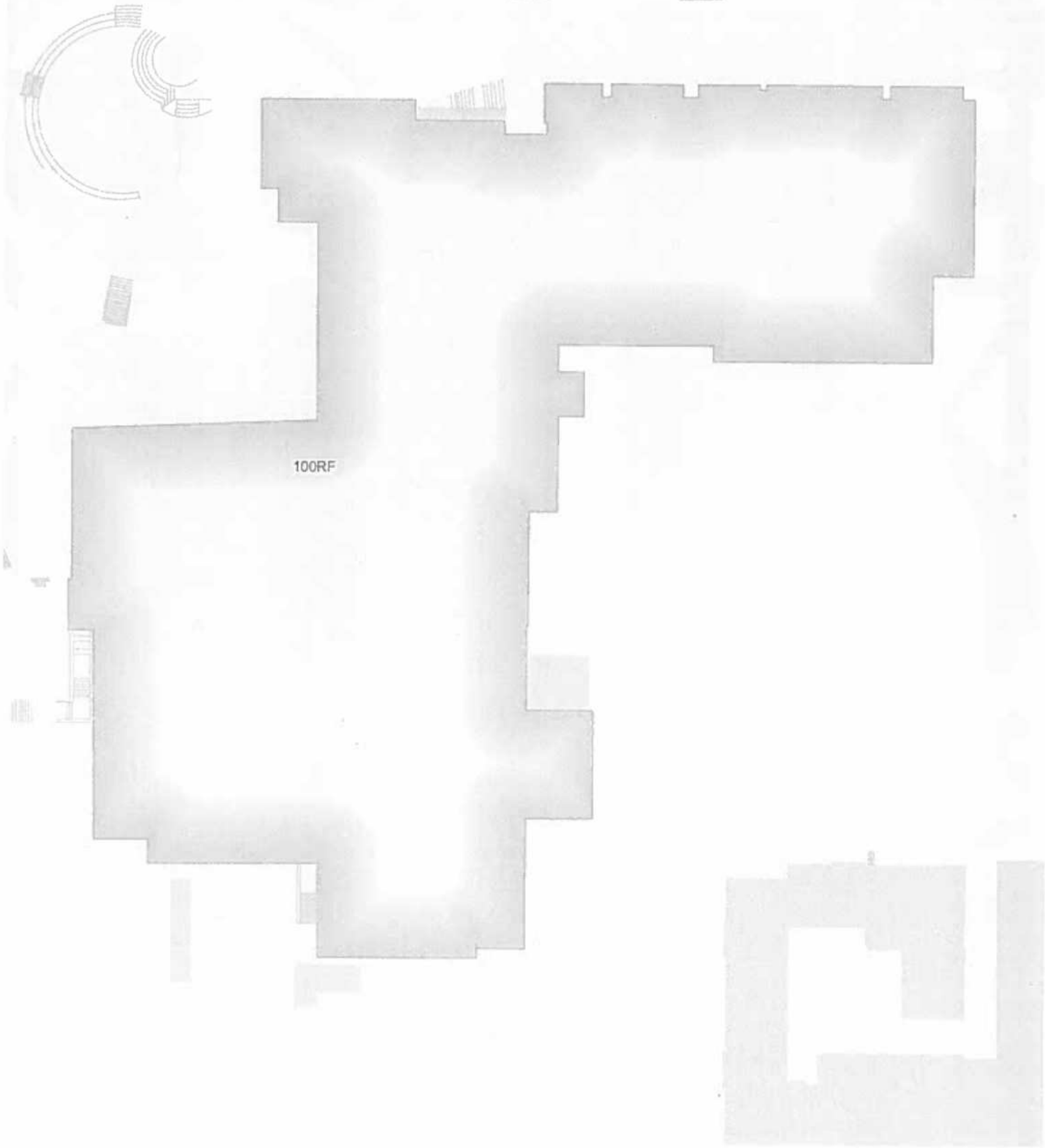
11 October 2018 UO Campus GIS & Mapping

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Erb Memorial Union

Roof



Building #033: Sum of room areas (sq ft): 81391.16 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

11 October 2018 UO Campus GIS & Mapping

N

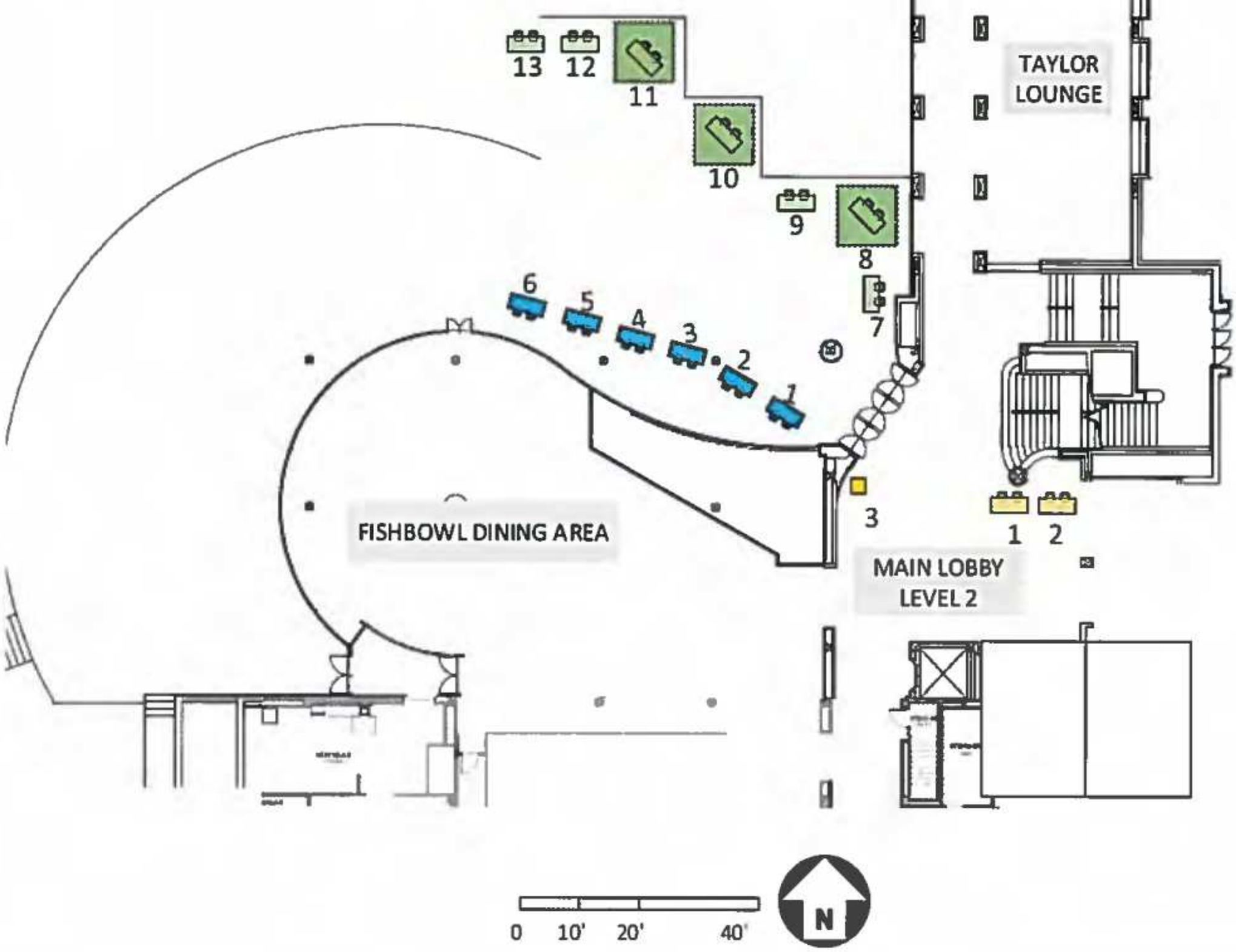
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EMU Fishbowl and Main Lobby

> Spaces #1, #2 and #3 are inside at the Main Lobby, 2nd level.
> Space #3 is a small table for display info/brochures only.

> Spaces #1-6 are outside on the Fishbowl Terrace and are under an overhang.

> Spaces #7-13 are outside on the Fishbowl Terrace and are exposed to weather.
> Spaces #8, #10 and #11 can accommodate a 10x10 tent.



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UNIVERSITY OF OREGON

Free Speech and Demonstration Guidelines

Rights, rules, responsibilities, and resources

At the University of Oregon, established guidelines protect the right to free speech, while ensuring that opposing views may also be expressed. The university strives to balance the right to dissent with the right to be heard, the right to speak one's mind with the right to listen. The university applies its rules and expectations in a manner neutral to the viewpoints expressed.

Printed Material

- Most building walls and campus fixtures, as well as most bulletin boards, are regulated. Building or department operators may determine what content may be approved (i.e., requiring content related to a particular program, or published by university groups for a university audience). Unapproved or unrelated material may be removed
- Material may not contain "true" threats of violence

Demonstrations

- May not interfere with scheduled university activities or speakers (such as classes or events)
- May not block doors, hallways, stairways, fire exits, fire lanes, or public rights of way including streets, sidewalks, etc.
- May not pose a threat to health and safety
- May not result in damage, theft, or vandalism of property
- May not exceed safe occupancy capacity in a room (Oregon Fire Code, Sections 104.1, 107.5, 107.6)
- May not have open flames larger than a standard candle outdoors, or any open flames indoors

Sound

- Monday-Friday from 8:00 a.m.-6:00 p.m., outdoor amplified sound on campus (including microphones, amps, and bullhorns) is only permitted in the EMU Amphitheater, only with an approved request submitted to Scheduling and Event Services, and the amplified sound must be provided and/or monitored by Scheduling and Event Services; outdoor amplified sound may not exceed 83db measured 40 feet from the sound source in any direction
- At other days/times, the Eugene Municipal Code on noise (Sections 4.080, 4.081, 4.083, 4.084) regulates outdoor sound on campus; the code (with some exemptions) forbids amplified outdoor sound between 10:00 p.m.-7:00 a.m. daily
- No amplified sound indoors (megaphones and other sound-amplifying devices are not allowed inside); no amplified sound at outdoor information tables
- Sound amplified by event schedulers is allowed in athletics and entertainment venues
- Please be considerate of classes and other events when demonstrating outdoors

Signs

- May not have attached sticks inside buildings (safety hazard)
- May not make direct, "true" threats of violence
- May be removed if not attended to at all times
- May not involve weapons or dangerous objects, including sticks or sign poles larger than 1"x2"

Graffiti

- No markings, including chalking, may be left on campus buildings or other structures or surfaces; chalking may be allowed on certain sidewalks and streets, but is subject to removal, consistent with campus maintenance standards and practices

Spaces

- To enable the free sharing of ideas on campus, the UO has rules and procedures for reserving space or other facilities
- When campus activities conflict with one another, university officials have the authority to request those involved in one activity to stop, move, or change their behavior, so that the other activity can continue

Violations of the standards above may result in university action to stop the behavior, as well as disciplinary consequences for students or employees, and possible legal action.

Online references and resources

- https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom inquiry-and-free speech
- https://policies.uoregon.edu/policy/by/1/04-facilities/facilities-scheduling
- https://scheduling.uoregon.edu/resources
- https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/UO-Amphitheater-Sound-Policy.pdf
- https://www.eugene-or.gov/DocumentCenter/View/2693
- https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code
- https://policies.uoregon.edu/proscribed-conduct

Visitors to the University of Oregon campus have the responsibility to obey federal and state laws, the municipal code, and University of Oregon rules and policies, and may be cited for trespass or subject to prosecution for any illegal behavior committed on campus. Additionally, students are subject to the requirements of the Student Conduct Code, and members of the faculty and staff are subjects to UO policies governing Proscribed Conduct, as well as the university's policies on progressive discipline.

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ORGANIZATION ASSIGNMENT LIST (ICS 203)

1. Incident Name:	2. Operational Period: Date From: 11/17/2018 Date To: 11/17/2018
Turning Point	Time From: 1500 Time To: 1700

3. Incident Commander(s) and Command Staff:	
IC/UCs	Chief Carmichael
Deputy	
Safety Officer	Captain Kostiuk
Public Info. Officer	Tobin Klinger
Liaison Officer	James Stegall

4. Agency/Organization Representatives:	
Agency/Organization	Name

5. Planning Section:	
Chief	
Deputy	
Resources Unit	
Situation Unit	
Documentation Unit	
Demobilization Unit	
Technical Specialists	

6. Logistics Section:	
Chief	
Deputy	
Support Branch	
Director	
Supply Unit	
Facilities Unit	
Ground Support Unit	
Service Branch	
Director	
Communications Unit	
Medical Unit	
Food Unit	

7. Operations Section:		
Chief	Captain Morris	
Deputy	Captain Wade	
Staging Area	R. Ewing	
Branch		
Branch Director		
Deputy		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Branch		
Branch Director		
Deputy		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Branch		
Branch Director		
Deputy		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Air Operations Branch		
Air Ops Branch Dir.		

8. Finance/Administration Section:	
Chief	Jon Marchetta
Deputy	
Time Unit	
Procurement Unit	
Comp/Claims Unit	
Cost Unit	

9. Prepared by: Name: Carmichael	Position/Title: Chief	Signature:
ICS 203	IAP Page ____	Date/Time: 11/17/2018

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated:
Turning Point		Date: 11/17/2018 Time: 1500

4. Map/Sketch (include sketch, showing the total area of operations, the incident site/area, impacted and threatened areas, overflight results, trajectories, impacted shorelines, or other graphics depicting situational status and resource assignment):

South Lawn of the EMU. see attached

5. Situation Summary and Health and Safety Briefing (for briefings or transfer of command): Recognize potential incident Health and Safety Hazards and develop necessary measures (remove hazard, provide personal protective equipment, warn people of the hazard) to protect responders from those hazards.

No current identified hazards. Police protection in play as there is the potential of disruption/counter demonstration

6. Prepared by: Name: Carmichael Position/Title: Chief Signature:

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated:
Turning Point		Date: 11/17/2018 Time: 1500

7. Current and Planned Objectives:

It is the mission of the University of Oregon Police Department to provide a safe and secure environment for all special events on campus. During this operational period the University of Oregon Police Department and its law enforcement and community partners will conduct crowd management with an emphasis on safety and security. The University of Oregon Police Department has worked closely with the University of Oregon Demonstration team in planning for this operation.

The command and execution of this Operations Order is not intended to restrict the appropriate action of law enforcement outside the typical sequence of events. Our mission is not to arrest every law violator; but instead, to manage the event in a safe manner.

8. Current and Planned Actions, Strategies, and Tactics:

Time:	Actions:
1430	Briefing
1500	Establish DOC
1500	Event start
1700	Event close

6. Prepared by: Name: Carmichael Position/Title: Chief Signature:

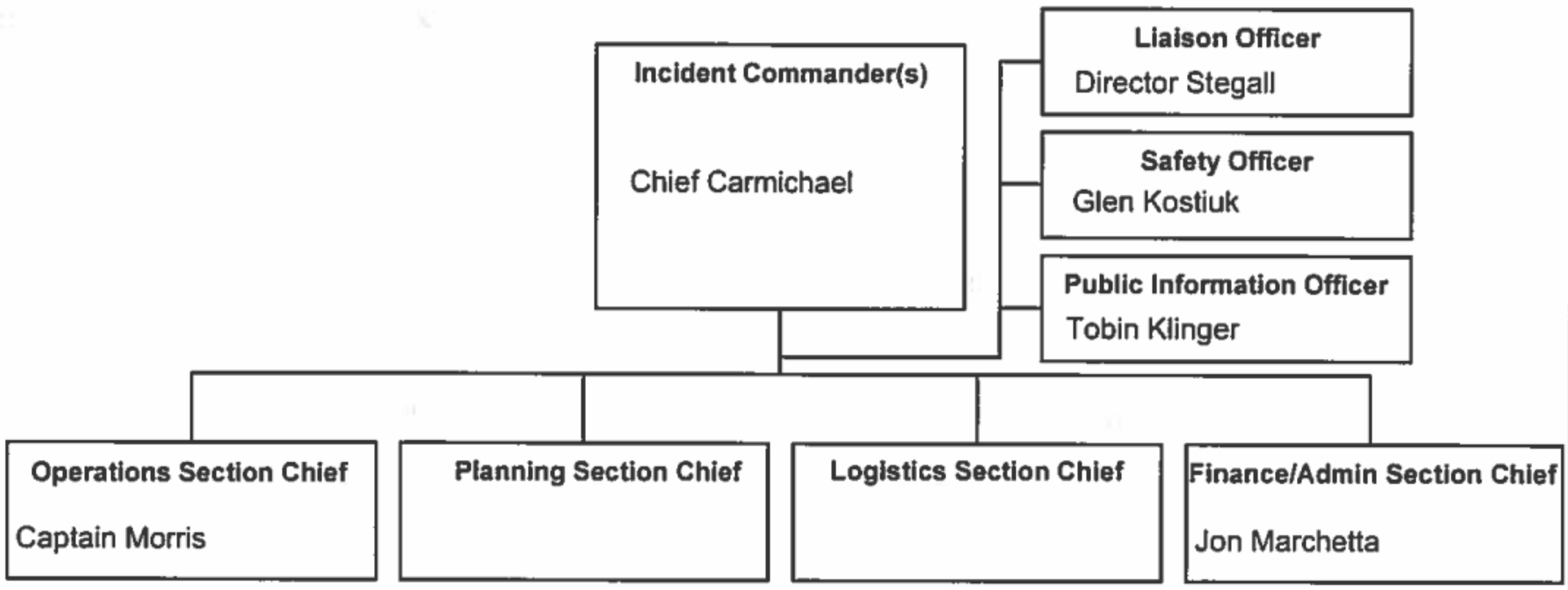
ICS 201, Page 2 Date/Time: 11/17/2018

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated:
Turning Point		Date: 11/17/2018 Time: 1500

9. Current Organization (fill in additional organization as appropriate):



6. Prepared by: Name: Carmichael	Position/Title: Chief	Signature:
ICS 201, Page 3	Date/Time: 11/17/2018	

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INCIDENT BRIEFING (ICS 201)

1. Incident Name: Turning Point	2. Incident Number:	3. Date/Time Initiated: Date: 11/17/2018 Time: 1500

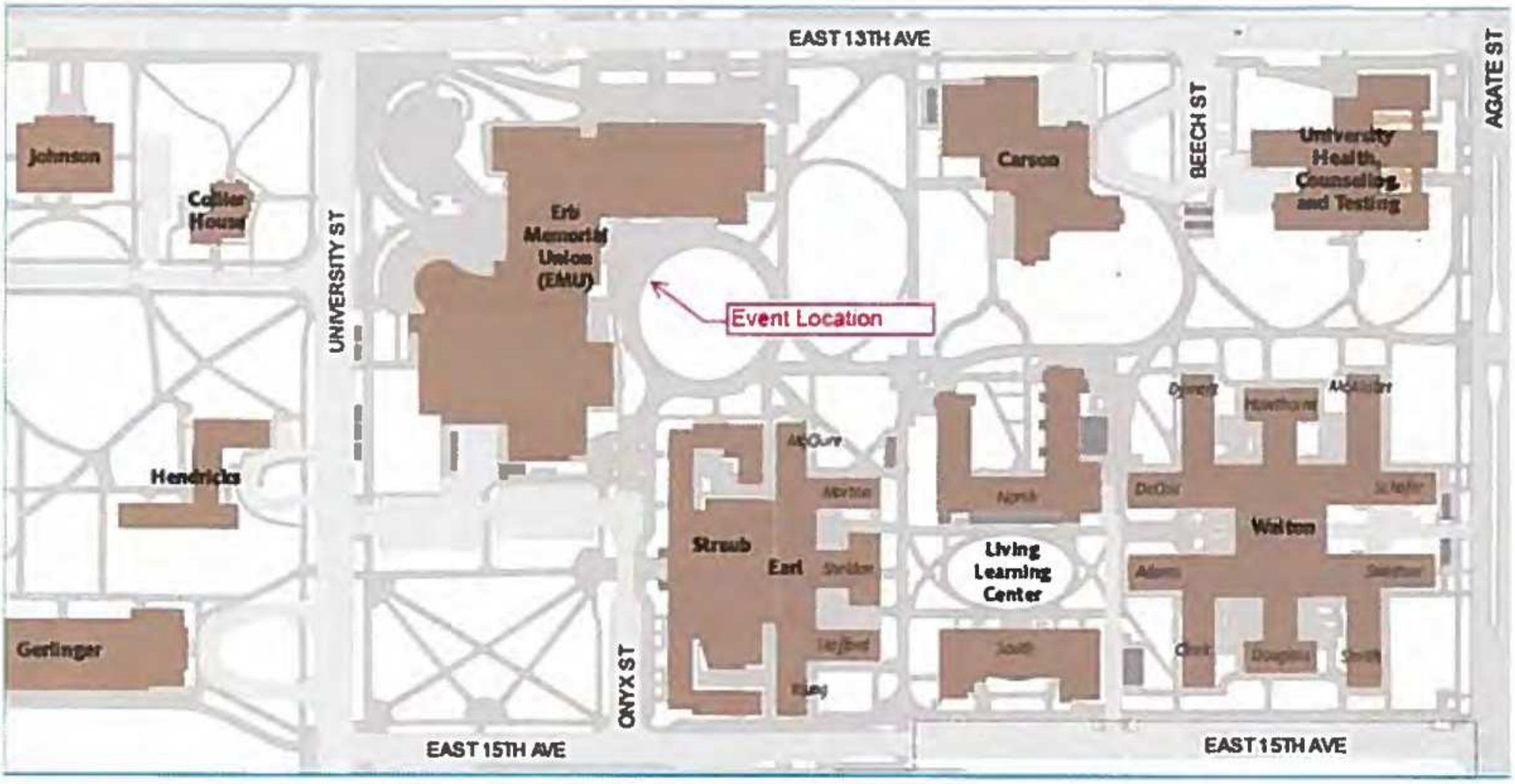
10. Resource Summary:

Resource	Resource Identifier	Date/Time Ordered	ETA	Arrived	Notes (location/assignment/status)
Personnel	JCPD			☒	
				☐	
				☐	
				☐	
				☐	
				☐	
				☐	
				☐	
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6. Prepared by: Name: Carmichael Position/Title: Chief Signature:

Date/Time: 11/17/2018

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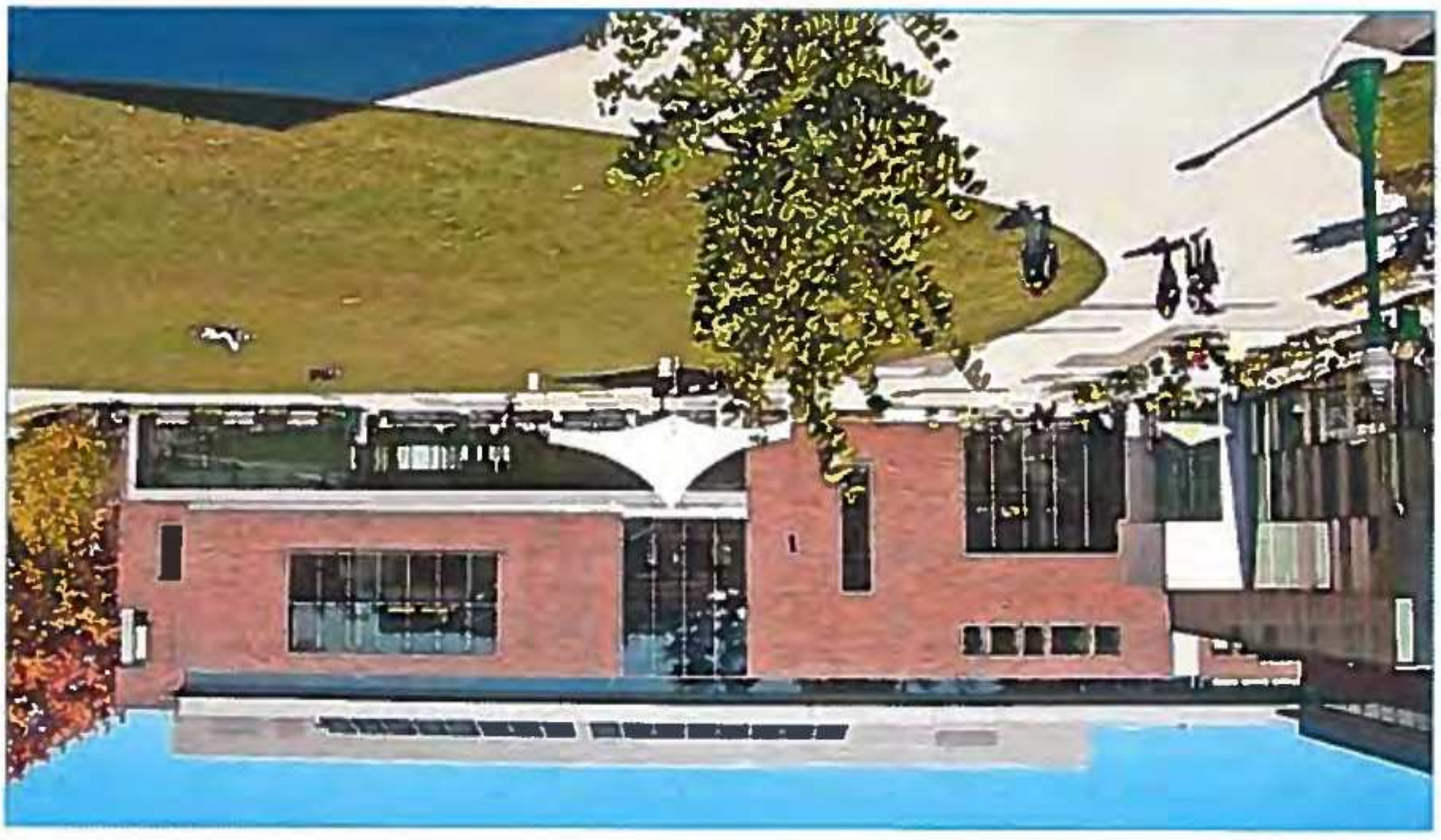




12

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From: Doodle <mailer@doodle.com>
Sent time: 10/12/2018 12:41:52 PM
To: Krista Dillon
Subject: Doodle: demo team

Hi Krista Dillon,

You're one step closer to finding the best time for your Doodle poll!

demo team

A Doodle by Krista Dillon

Manage your poll

Share your Doodle poll

Share this link with everyone you want to invite so they can give their availability.

https://doodle.com/poll/7pwdxkvuzwhzxar7 Share

Doodle is also available for iOS and Android

App Store Play Store

Doodle

Doodle AG, Werdstrasse 21, 8021 Zürich

Why did I get this?

From: Rick Haught
Sent time: 10/10/2018 01:32:05 PM
To: Krista Dillon
Subject: FW: 10/18 Amphitheater: Rally Against Kavanaugh
Attachments: 18-abhubw_rally against kavanaugh oct 2018_confirm.pdf

---

FYI. Request for rally by Students for Choice. They are working proactively with us so issues should be minimal.

Rick

From: Karen Schneider
Sent: Wednesday, October 10, 2018 1:29 PM
To: Rick Haught <rickh@uoregon.edu>
Subject: 10/18 Amphitheater: Rally Against Kavanaugh

2018-ABHUBW
Rally Against Kavanaugh

Rick, below is the request received. After speaking with [redacted] here are the notes in the reservation:

> Silent protest w/a few presenters [in progress of confirming presenters]
> Posters (aware that they cannot be on sticks); blank poster paper for guests to write comments on.
> Event times wide to allow students/guests to participate as can.
> Will advise if hears of counter protests.
> Target audience is UO students, possibly community members and/or student-invited guests.
> Advertising via social media.

- Free speech system
- 10x10 tent @ stage
- (1) table, (3) chairs @ stage

Her anticipated attendance of 150 is a best guess – she really doesn't know what to expect. Confirmation attached.

Karen

Karen Schneider, Scheduling Manager
UO Scheduling and Event Services
Room 236
p: 541-346-6130

----Original Message----

Submitted on Tuesday, October 9, 2018 - 20:07 Submitted by anonymous user: 10.108.15.190 Submitted values are:

University Affiliation: UO-Recognized Student Organization
==Event Type==
Request Type: One-Time Meeting

==Contact Information==
Your Name: [redacted]
Reserved on behalf of (if applies):
==ASUO Information==
UO Student Organization Name: Students for Choice
Authorized Signer? I am an authorized signer for my organization.

Phone Number: [redacted]
Email: [redacted]

==Event Details==
Event Name: Rally Against Kavanaugh
Are you a Vendor? No
Start Date: Thu, 10/18/2018
Start Time: 1:00 pm
End Date: Thu, 10/18/2018
End Time: 6:00 pm
Pre-Event Time: 30 Minutes
Post-Event Time: 30 Minutes
Expected Attendance: 150
Preferred Location: EMU Amphitheater
Room Setup: No Preference

==Special Requirements==
Planned Activity: Mostly silent protest with a few speakers.
Required Equipment:
- Sound System for Speech (and background music)
- Canopy/Tent
Food and Beverage:
Other Services:
Comments:

The results of this submission may be viewed at:
https://scheduling.uoregon.edu/node/142/submission/9714

EVENT CONFIRMATION

Rally Against Kavanaugh: Oct 2018

FIRST DATE: Thursday, Oct. 18, 2018

LAST DATE: Thursday, Oct. 18, 2018

Event Title: Rally Against Kavanaugh

Billing/Payment/Notes: **PO:**

CUSTOMER

[redacted] {Requestor}

Phone: [redacted]

Email: [redacted]

(SFC) Students for Choice {Primary Sponsor}

EMU 012F
1395 University Street
Eugene, OR 97403

Event Reference: **2018-ABHUBW**

Event Last Modified: 10/10/2018 1:27PM

Current Event State: TENTATIVE

Primary Coordinator: Karen Schneider

Phone: 541-346-6130

Email: karens55@uoregon.edu

Event Requirement(s):

NO REQUIREMENTS ASSIGNED

Comments:

1. EMU Amphitheater Area

Reservation Times:

Pre-event Time: Thu. 10/18/18 12:30 PM

Event Times: **Thu. 10/18/18 1:00 PM - 6:00 PM**

Post-event Time: Thu. 10/18/18 6:30 PM

Reservation Comments:

- Free speech system
- 10x10 tent @ stage
- (1) table, (3) chairs @ stage

Contact:
[redacted]

>Silent protest w/a few presenters [in progress of confirming presenters]
>Posters (aware that they cannot be on sticks); blank poster paper for guests to write comments on.
>Event times wide to allow students/guests to participate as can.
>Will advise if hears of counter protests.
>Target audience is UO students, possibly community members and/or student-invited guests.
>Advertising via social media.

Space Assignment(s):	Attendance:	Requested Layout:
EMU Amphitheater Area	150	Special Setup -- See Comments

Resource Assignment(s):

EMU - Resource Assignment Pending
1 EMU - Free Speech (Primary) Sound Sys.

CONTINUATION

Rally Against Kavanaugh: Oct 2018

CANCELLATION POLICY

- The listed 'Customer' on this estimate must contact UO Scheduling & Event Services to cancel the event.
- To avoid all expenses/charges (except non-refundable deposit), cancellation must be received no later than 48 hours* prior to the listed 'Pre-Event Time'.
- Cancellations received less than 48 hours* but at least 24 hours* prior to the listed 'Pre-event Time' will incur 50% of all listed expenses/charges.
- Cancellations received less than 24 hours* prior to the listed 'Pre-event Time' will incur 100% of all listed expenses/charges.
- Any equipment or services obtained from an outside vendor through UO Scheduling & Event Services is subject to that vendor's cancellation policy.
- UO Scheduling & Event Services reserves the right to cancel the event without prior notice should staff or other appropriate authority determine safety concerns warrant such action.

* *Excluding weekends and holidays.*

UO Scheduling and Event Services
EMU 236 & 237
1395 University Street
Eugene OR 97403

Phone: 541-346-6000
Email: schedule@uoregon.edu

ALL ITEMS SHOWN ON THIS CONFIRMATION ARE SUBJECT TO CHANGE!

Please review document and contact coordinator(s) listed at top of first page if you find any errors or omissions.

From:	Kris Winter
Sent time:	10/14/2018 04:33:51 AM
To:	Krista Dillon; Matthew Carmichael; Don Morris
Subject:	Fwd: Controversial speaker
Attachments:	image1.jpeg

FYI. Word is spreading!

Kris Winter
Associate Vice President & Dean of Students
University of Oregon

Begin forwarded message:

> **From:** Kris Winter <winterk@uoregon.edu>
> **Date:** October 14, 2018 at 4:06:46 AM PDT
> **To:** Jennifer Espinola <espinola@uoregon.edu>
> **Cc:** Yvette Alex-Assensoh <yalex@uoregon.edu>
> **Subject: Re: Controversial speaker**
>
> Hi Jennifer.
> Thank you! Yes - our university demonstration and protest team is aware and activating.
> - k
>
> Kris Winter
> Associate Vice President & Dean of Students
> University of Oregon
>
> > On Oct 14, 2018, at 12:07 AM, Jennifer Espinola <espinola@uoregon.edu> wrote:
> >
> > Yvette and Kris, I'm sure your teams already know about this, but someone just messaged it to me on Facebook and I wanted to make sure you're aware...
> >
> > <image1.jpeg>
> >
> > Thanks,
> >
> > Jennifer
> >
> > Jennifer Espinola
> >
> > University of Oregon School of Law

Sent from my iPad


Back Eugene/Springfield Solidarity Network
Don't miss the opportunity to meet Charlie Kirk right here at the University of Oregon! You can find him at the EMU Amphitheater on October 17th from 1pm-3pm. See you there!
CHARLIE KIRK
UNIVERSITY OF OREGON
OCTOBER 17,2018

From: Matt Carmichael <Matt.Carmichael@uopd.org>
Sent time: 10/11/2018 08:25:30 PM
To: Krista Dillon; Kris Winter
Subject: Fwd: Threats from Antifa

For demo team. Don will be reaching out tomorrow to student.

Chief Matthew E. Carmichael
University of Oregon Police
Cell. [redacted]

Sent from my iPhone

Begin forwarded message:

From: [redacted]
Date: October 11, 2018 at 4:57:06 PM PDT
To: Matt.carmichael@uopd.org
Subject: Threats from Antifa

Dear UOPD Chief Carmichael,

My name is [redacted], and I'm [redacted] of Turning Point USA Oregon Chapter. We are a campus-regconized students organization.

I sent you this e-mail to express our concerns over the tabling event we have next week on Wednesday Oct 17th from 1pm-3pm at the EMU Amphitheater.

We will be tabling with our national founder Charlie Kirk. As a campus-recognized student organization, we should be able to be tabling safely and without harassment. However, our event has unwantedly attracted the attention of the Eugene Antifa. They has posted on our facebook page with intimidation comments, and we are afraid that our members could experience harm on that day.

I'm wondering if we could meet up and talk about having 1 or 2 officers from the UOPD there to keep the peace and ensure the safety of our members.

Please reply to our request as soon as possible. We are lookibg forward to hearing from you.

Regards,
[redacted]

P.S. attached is the screenshot of the comment made by Antifa, please take a look.





21h Like Reply

[redacted] [redacted]

Too early!

Commenting as Turning Point USA - University of Oregon

From: Kris Winter
Sent time: 10/11/2018 08:49:21 AM
To: Jill Creighton
Cc: Krista Dillon
Subject: next week while you are on call...

...there are events on Thursday, 10/18.

1pm-6pm -- protest from students for choice re: Kavanaugh. 1-6pm. Silent protest but some speakers.
6pm -- a student group is hosting Israeli soldiers in Lillis to speak about their experiences. Wish the BDS vote from ASUO there is some concern that there may be protests against this event.

I have let people know the Dean on Call is available in case something goes down. They will call if they need you.

-Kris

Kris Winter
Associate Vice President for Student Life & Dean of Students
Office of the Dean of Students
University of Oregon
http://uodos.uoregon.edu

UNIVERSITY OF OREGON

From: Mandy Chong
Sent time: 10/11/2018 04:36:19 PM
To: Krista Dillon
Cc: Jessi Steward
Subject: Oct 18 event

Hi Krista,
Here is an event that came across my desk that might be of interest to demonstrations group. Student Org is Ducks For Israel, Event is: "Between the Lines, Voices of Israel: Stories Untold"
https://orgsync.com/172198/events/2529434/occurrences/6097041
Oct 18 6-8pm in Lillis 112
Ducks For Israel is hosting the 2018-2019 StandWithUs Israeli Soldiers Tour at the University of Oregon. Come hear the stories of two inspiring young Israelis- their struggles, their successes, their military service, and their hopes and dreams. Ask the tough questions, and learn what it is actually like to live in a country that is the subject of so much discussion in the media and on campus. Facebook Event to RSVP: https://www.facebook.com/events/1839039206215534/?active_tab=about
**Students and invited guests only. All students will be required to check-in with their student ID upon entry.

The group is a CSI Registered org so they are not a UO sponsored student org. It is up to the group to create their events. I think they may have already reached out to UOPD already but I am not sure. If there is something you or others think would be helpful for the group to do I can reach out to them. I can't force them to do anything but can strongly encourage them.
Mandy

Mandy Chong, Program Director, Center for Student Involvement
Erb Memorial Union, Division of Student Life
University of Oregon
1395 University Street, EMU Room 223, Eugene OR, 97403
p: 541-346-0847
e: mchong@uoregon.edu
Pronouns: she/her/hers

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From: Frank Sharpy
Sent time: 10/11/2018 09:33:16 AM
To: Krista Dillon
Subject: RE: Ducks for Israel Event Lillis 112 10/18

I have students, but what would they be expected to do?

Frank Sharpy
Facilities Manager
Charles Lundquist College of Business
1208 University of Oregon
Eugene, OR 97403
Office: 541-346-4794
Email: fsharpy@uoregon.edu

From: Krista Dillon
Sent: Thursday, October 11, 2018 9:31 AM
To: Frank Sharpy <fsharpy@uoregon.edu>
Subject: Ducks for Israel Event Lillis 112 10/18

Hi Frank,
Our demonstration team reviewed the Ducks for Israel event that is scheduled for next Thursday at 6 pm in Lillis 112. The event organizers are concerned about counter protesters coming to their event. Jessi Steward from the EMU will be on site for the beginning of the event. If all is well, she will take off. I wanted to see if you have any student facility staff in the building at that time? It might be good to give them a heads up about the potential for issues. Hopefully that won't be the case.
Thanks,
Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://safety.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-1260

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From: Jessi Steward
Sent time: 10/17/2018 10:26:29 AM
To: [redacted]
Cc: Krista Dillon
Subject: RE: Ducks for Israel Event

Hi [redacted]
Just touching base to let you know I will be at your venue tomorrow around 5:30- 5:45. I have brown hair and will have a blue bag with an orange strap. I will check in with you, or whoever you think best, and we can see how things are going. I will share any relevant info with others on campus and if needed, will be able to ask for additional help.

If you feel like you need to get to me prior to my arrival please feel free to email, call or text at [redacted].

Look forward to meeting you tomorrow and wishing you a successful event!
Jessi

From: [redacted]]
Sent: Thursday, October 11, 2018 1:18 PM
To: Jessi Steward <steward@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Re: Ducks for Israel Event

Scratch that last part. We will only be allowing students with student ID and invited guests. No outside community members unless we have invited them or they show up and we know who they are. We will make this clear in all our promotion.

On Oct 11, 2018, at 11:56 AM, Jessi Steward <steward@uoregon.edu> wrote:

> Hi [redacted]
> I think the suggestion that Krista gave is a good one if you decide to have tickets. Having tickets does make folks take an extra step but also makes it clear that you are tracking attendance (not necessarily who) but total numbers.
>
> Let me know if there is anything I can do prior to help. Ill plan to be there around 5:40pm next Thursday, but feel free to message me if anything comes prior at [redacted].
> Jessi

From: Krista Dillon
Sent: Thursday, October 11, 2018 10:37 AM
To: [redacted]
Cc: Jessi Steward <steward@uoregon.edu>
Subject: RE: Ducks for Israel Event

Jessi might be able to help with this, but with other ticketed events, tickets could be advertised to be picked up ahead of time, but allow a wait list on site if there are spare seats. If seats are available, then you can let folks in. It won't keep protestors out, but just adds a step in there.
K

From: [redacted]
Sent: Thursday, October 11, 2018 10:02 AM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Jessi Steward <steward@uoregon.edu>
Subject: Re: Ducks for Israel Event

Thanks, Krista.

Ticketing the event is a possibility, but based on our past events usually multiple people show up without RSVPing. How would you go about doing this while still allowing individuals to show up last minute? If this is the case, demonstrators could still show up last minute without a ticket as well. As long as demonstrators are respectful, they are ok to attend. We actually encourage opponents to attend and ask questions as long as they don't detract from people hearing, seeing, or asking questions.

Thoughts?

[redacted]

On Oct 11, 2018, at 9:29 AM, Krista Dillon <kristam@uoregon.edu> wrote:

> HI [redacted]
> Our team met today to review your event. One thing that we talked about was the potential to make the event ticketed, but still free. That could help with knowing who your audience is.
>
> Also, I'm connecting you via this email with Jessi Steward, one of the Associate Directors in the EMU and a member of our demonstration team. She is available and will come to the beginning of the event. If everything looks good, she'll likely take off. We will also connect with the Building Manager of Lillis to give him a heads up about the event.
>
> If anything else comes up, please let us know.
> Thanks,
> Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://safety.uoregon.edu
University of Oregon | http://www.uoregon.edu/
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From: [redacted]
Sent time: 10/11/2018 01:09:33 PM
To: Jessi Steward
Cc: Krista Dillon
Subject: Re: Ducks for Israel Event

Thank you for the suggestion. After talking with Hillel and some other of our group members we are not going to go with the ticket idea, but we will be tracking attendance as we do at all of our events. We use a program called Schwipe that asks for specific information about each individual and if they are not registered in our system already they'd have to fill it out to enter the event day-of. Most people who we know and have attended events in the past or who have ever been to a Hillel event will be in the system already, so those who need to register will be asked questions about who they are and how they had heard of the event. We will also require all students to present UO ID and community members will need to present another form of ID.

Let me know if you have any questions.

Thank you,
[redacted]

On Oct 11, 2018, at 11:56 AM, Jessi Steward <steward@uoregon.edu> wrote:

Hi [redacted]
I think the suggestion that Krista gave is a good one if you decide to have tickets. Having tickets does make folks take an extra step but also makes it clear that you are tracking attendance (not necessarily who) but total numbers.

Let me know if there is anything I can do prior to help. Ill plan to be there around 5:40pm next Thursday, but feel free to message me if anything comes prior at [redacted].
Jessi

From: Krista Dillon
Sent: Thursday, October 11, 2018 10:37 AM
To: [redacted]
Cc: Jessi Steward <steward@uoregon.edu>
Subject: RE: Ducks for Israel Event

Jessi might be able to help with this, but with other ticketed events, tickets could be advertised to be picked up ahead of time, but allow a wait list on site if there are spare seats. If seats are available, then you can let folks in. It won't keep protestors out, but just adds a step in there.
K

From: [redacted]
Sent: Thursday, October 11, 2018 10:02 AM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Jessi Steward <steward@uoregon.edu>
Subject: Re: Ducks for Israel Event

Thanks, Krista.

Ticketing the event is a possibility, but based on our past events usually multiple people show up without RSVPing. How would you go about doing this while still allowing individuals to show up last minute? If this is the case, demonstrators could still show up last minute without a ticket as well. As long as demonstrators are respectful, they are ok to attend. We actually encourage opponents to attend and ask questions as long as they don't detract from people hearing, seeing, or asking questions.

Thoughts?

[redacted]

On Oct 11, 2018, at 9:29 AM, Krista Dillon <kristam@uoregon.edu> wrote:

> HI [redacted]
> Our team met today to review your event. One thing that we talked about was the potential to make the event ticketed, but still free. That could help with knowing who your audience is.
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> Also, I'm connecting you via this email with Jessi Steward, one of the Associate Directors in the EMU and a member of our demonstration team. She is available and will come to the beginning of the event. If everything looks good, she'll likely take off. We will also connect with the Building Manager of Lillis to give him a heads up about the event.
>
> If anything else comes up, please let us know.
> Thanks,
> Krista

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

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University of Oregon | http://www.uoregon.edu/
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From: Kris Winter
Sent time: 10/14/2018 08:15:28 PM
To: Fatima Roohi Pervaiz
Cc: Marcus Langford; Justine Carpenter; Krista Dillon
Subject: Re: Info about upcoming racist, homophobic, etc speaking event at the UO.

Thank you, Fatima.
The UO demonstration and protest team is aware and activating for this. I appreciate you keeping us in the loop.
- k

Kris Winter
Associate Vice President & Dean of Students
University of Oregon

On Oct 12, 2018, at 5:44 PM, Fatima Roohi Pervaiz <fpervaiz@uoregon.edu> wrote:

> Dear Kris and Marcus,
>
> Please see below if this is not already on your radar. This could potentially be very dangerous for students.
>
> Thank you,
>
> **Fatima Roohi Pervaiz, MLS**
> Director, UO Women's Center
> The University of Oregon
> fpervaiz@uoregon.edu
> Pronouns: She/Her/Hers
>
> "You did then what you knew how to do. And when you knew better, you did better." Maya Angelou
>
> --
>
> **For 24/7 confidential support and resources about sexual violence, please call 541.346.SAFE or visit SAFE.uoregon.edu.**
>
> **For support and resources about incidents of bias or hate, please visit RESPECT.uoregon.edu.**
>
> ---
>
> **From:** Ariel Howland [redacted]
> **Sent:** Friday, October 12, 2018 3:37 PM
> **To:** Lesbian Gay Bi Trans Queer Alliance <lgbtqa@uoregon.edu>
> **Cc:** Fatima Roohi Pervaiz <fpervaiz@uoregon.edu>; Native American Student Union <asuonasu@uoregon.edu>; AccessAbility Studen Union <aability@uoregon.edu>; roarcenter@gmail.com; MECHA <mecha@uoregon.edu>; Eugene Antifa <eugeneantifa@protonmail.com>; garciaj@lanecc.edu; gsalanecc@gmail.com; longhouse@lanecc.edu; harrism@lanecc.edu; evansg@lanecc.edu; tapahonsol@lanecc.edu; sweetalohaislandarts@hotmail.com; studentinsurgent@gmail.com; Women's Center <womenctr@uoregon.edu>; uoslap@gmail.com; pinoya@uoregon.edu; uoapasu@gmail.com; Black Student Union <bsu@uoregon.edu>; Black Women of Achievement <asuobwa@uoregon.edu>; Southeast Asian Student Alliance <seasa@uoregon.edu>; msa@uoregon.edu; disability@uoregon.edu; info@transponder.community
> **Subject:** Info about upcoming racist, homophobic, etc speaking event at the UO.
>
> Hi,
>
> Attached is a screenshot with info about an upcoming speaking event put on by the right wing group Turning Point USA. Turning Point USA has ties to white supremacists and other extremist hate groups. This article has a little more info about their ties to extremist hate groups. Content warning for racism, homophobia, etc.
>
> https://www.splcenter.org/hatewatch/2018/06/15/turning-point-usa-accused-%E2%80%98boosting-their-numbers-

racists%E2%80%99-long-established-conservative

best,
Ariel Howland

<43704622_2243996262499750_9073609112813568 00_n.jpg>

From: Jill Creighton
Sent time: 10/11/2018 09:40:52 AM
To: Kris Winter
Cc: Krista Dillon
Subject: RE: next week while you are on call...

Got it! What is BDS?

Jill L. Creighton, B.A., Ed.M
Assistant Dean of Students for Conduct and Operations
University of Oregon

From: Kris Winter
Sent: Thursday, October 11, 2018 8:49 AM
To: Jill Creighton <jillc@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: next week while you are on call...

...there are events on Thursday, 10/18.
1pm-6pm -- protest from students for choice re: Kavanaugh. 1-6pm. Silent protest but some speakers.
6pm -- a student group is hosting Israeli soldiers in Lillis to speak about their experiences. Wish the BDS vote from ASUO there is some concern that there may be protests against this event.

I have let people know the Dean on Call is available in case something goes down. They will call if they need you.

-Kris

Kris Winter
Associate Vice President for Student Life & Dean of Students
Office of the Dean of Students
University of Oregon
http://uodos.uoregon.edu



From: Jessi Steward
Sent time: 10/11/2018 04:45:29 PM
To: Mandy Chong; Krista Dillon
Subject: RE: Oct 18 event

Thanks Mandy. The Demonstrations group met and discussed this event this morning. I am staffing the event next Thursday and working with IMT in case of a disruption. I am in conversation with the sponsor and may connect with you to see if there is any other info that might help in planning. Maybe we could talk for a few after Policy meeting tomorrow?
j

From: Mandy Chong
Sent: Thursday, October 11, 2018 4:36 PM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Jessi Steward <steward@uoregon.edu>
Subject: Oct 18 event

Hi Krista,
Here is an event that came across my desk that might be of interest to demonstrations group. Student Org is Ducks For Israel,
Event is: "Between the Lines, Voices of Israel: Stories Untold"
https://orgsync.com/172198/events/2529434/occurrences/6097041
Oct 18 6-8pm in Lillis 112
Ducks For Israel is hosting the 2018-2019 StandWithUs Israeli Soldiers Tour at the University of Oregon. Come hear the stories of two inspiring young Israelis- their struggles, their successes, their military service, and their hopes and dreams. Ask the tough questions, and learn what it is actually like to live in a country that is the subject of so much discussion in the media and on campus. Facebook Event to RSVP: https://www.facebook.com/events/1839039206215534/?active_tab=about
**Students and invited guests only. All students will be required to check-in with their student ID upon entry.

The group is a CSI Registered org so they are not a UO sponsored student org. It is up to the group to create their events. I think they may have already reached out to UOPD already but I am not sure. If there is something you or others think would be helpful for the group to do I can reach out to them. I can't force them to do anything but can strongly encourage them.
Mandy

Mandy Chong, Program Director, Center for Student Involvement
Erb Memorial Union, Division of Student Life
University of Oregon
1395 University Street, EMU Room 223, Eugene OR, 97403
p: 541-346-0847
e: mchong@uoregon.edu
Pronouns: she/her/hers

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From: Becky Girvan
Sent time: 10/16/2018 05:05:27 PM
To: Jena Turner; Krista Dillon
Subject: RE: UHC Event

Hi Jena,

I'm happy to help. I can be reached on my cell at [redacted] I will also have my email up and running, as I'm attending the Student Government hearing in the Erb Memorial Union. If you need me, I'm less than 5 minutes away.

Best,
Becky

Becky Girvan
Director, Student Government Engagement and Success
Associated Students of the University of Oregon
University of Oregon
1395 University Street
Eugene, OR 97403

p 541.346.0642 | **bgirvan@uoregon.edu** | **f 541.346.0620**

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From: Jena Turner
Sent: Tuesday, October 16, 2018 4:18 PM
To: Krista Dillon <kristam@uoregon.edu>; Becky Girvan <bgirvan@uoregon.edu>
Subject: Re: UHC Event

Hi Krista and Becky,

Krista – Thank you for connecting us with Becky! We will be in touch if we receive any concerning calls in the future.

Becky – Thank you in advance for being a resource for us tomorrow night should anything non-emergency/demonstration-related come up during our lecture. It starts at 7:30 pm and will be held in 156 Straub (note: we also have an overflow room scheduled in case the audience exceeds capacity). What would the best way be to reach you during the lecture if something arises? I will share this with our OHC director and two staff members who will also be at the event. I will be the one to try to reach you, however, it could be that one of them may be in touch.

Best,
Jena

Jena Turner
Associate Director
5211 University of Oregon, Eugene OR 97403-5211

154 PLC
(541) 346-1001
ohc.uoregon.edu

UNIVERSITY OF OREGON | Oregon Humanities Center

From: Krista Dillon <kristam@uoregon.edu>
Date: Tuesday, October 16, 2018 at 4:11 PM
To: Jena Turner <jenap@uoregon.edu>, Becky Girvan <bgirvan@uoregon.edu>
Subject: UHC Event

Hi Jena,
Becky Girvan from ASUO, who is part of our team will be on campus tomorrow evening. She may not be available to attend the meeting, but she can be reached if something comes up. I've included her here so that you all can coordinate.
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://safety.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-1260

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From: Matt Carmichael <Matt.Carmichael@uopd.org>
Sent time: 10/17/2018 02:09:47 PM
To: Krista Dillon
Subject: Scanned from a Xerox Multifunction Printer (002).pdf
Attachments: Scanned from a Xerox Multifunction Printer (002).pdf

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For you

Special Event

OPERATIONS PLAN

October 17, 2018

Prepared by:

Chief Matthew Carmichael

University of Oregon Police Department

CONFIDENTIAL

Confidential Tactical Operations Plan not subject to public disclosure, law enforcement sensitive

Author_____ - Date 11/17/18 Approved_____ Date_____

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Situation

On October 17, 2018, the University of Oregon student chapter of Turning Point USA will be hosting their national director Charlie Kirk. The event was initially scheduled with Campus Events as a tabling event and opportunity to meet with Mr. Kirk. Eventually the promotion changed to a "debate" with Charlie Kirk.

Mr. Kirk is currently on a national tour visiting primarily college campuses and hosting speaking events that are scheduled inside a campus facility. A review of recent events revealed the following:

1. February 18, 2018 Colorado State University hosts Kirk. While there were disruptions a group claiming to be Nazis entered at the end and caused a disruption to the point police escorted folks off campus
2. April 10, 2018, Kirk speaks in Florida at University of Central Florida campus. Protestors on hand no violence.
3. Visited Stanford in May 2018
4. September 20, 2018 Kirk visits University of Hawaii Manoa. Disruption but no violence
5. October 3, 2018 visit to CU Boulder had peaceful protest and no violence http://www.dailycamera.com/cu-news/ci_32182737/turning-point-usa-tour-stop-at-cu-boulder
6. October 9, 2018 visit the University of Georgia, no issues
7. October 16th, 2018 speaker was supposed to be at DePaul but DePaul denies application of Kirk to speak on campus. https://depauliaonline.com/37083/news/jump-from-front-conservative-speakers-denied-visit-event-forced-off-campus/

Based on open source information and information gleaned from the CUPD in Colorado we can expect some level of counter demonstration. The "debate" is scheduled for two hours, 1500 hours through 1700 hours, at the EMU South outdoor lawn.

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Weather Forecast

WEDNESDAY	10am	11am	12pm	1pm	2pm	3pm	4pm	5pm
Forecast	Mostly Sunny	Sunny	Sunny	Sunny	Sunny	Sunny	Sunny	Sunny
Temp (°F)	53°	58°	63°	67°	71°	74°	78°	75°
RealFeel®	58°	64°	69°	71°	74°	76°	79°	75°
Wind (mph)	2 ENE	4 NE	4 NE	5 NNE	5 N	6 NNW	6 NNW	6 NNW

Mission

It is the mission of the University of Oregon Police Department to provide a safe and secure environment for all special events on campus. During this operational period the University of Oregon Police Department and its law enforcement and community partners will conduct crowd management with an emphasis on safety and security. The University of Oregon Police Department has worked closely with the University of Oregon Demonstration team in planning for this operation.

The command and execution of this Operations Order is not intended to restrict the appropriate action of law enforcement outside the typical sequence of events. Our mission is not to arrest every law violator; but instead, to manage the event in a safe manner.

Pre-Operations Planning

[redacted]

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[redacted]

Execution

The University of Oregon Police Department has demonstrated through pre-planning the intent to work collaboratively with members of the community to ensure a safe and secure operational period for special events on campus. This section will identify the steps necessary to carry out this order.

Quick Reaction Force

[redacted]

Video Team

[redacted]

Arrest procedures

[redacted]

Author_____ Date_____ Approved_____ Date_____

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[redacted]

Use of Force

All use of force will be documented and consistent with department policy

Reporting/Evidence Collection

In the event a major crowd disturbance occurs, each member involved in the incident/event shall complete a supplemental report documenting his/her activities and observations during the course of the operation. The Incident Commander or designee will author the primary report. All officers will be required to document each use of force. Team leaders will be responsible for collecting and approving all reports generated by their immediate team members. This will be completed prior to end of watch. All reports will document, when possible, all witnesses to the incident/event. The collection of evidence will be completed in accordance with department policy.

Mutual Aid

[redacted]

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Administration

Department Operations Center/Command and Control

[redacted]

Staging Areas

Staging Location Code Zero:

[redacted]

Communication Strategies

In the event of a demonstration and in the interest of avoiding confrontation, it shall be the policy of the University of Oregon Police Department to make every attempt to communicate with the demonstrators. See attached Event Disruption Escalation Path.

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Media Relations

All media relations will be managed by the University of Oregon Communications Division. All public release of information will be coordinated with the Incident Commander. If other Law Enforcement agencies are on campus providing support no press release will occur until the assisting agencies PIO are notified.

Media Identification and Access

The media have a right to cover demonstrations. UO Communications will be the point of contact for all inquiries and help to facilitate open communication and ensure press credentials are authentic.

Contingency Plans

[redacted]

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Tactical/Custody Considerations

Refer to Department Policy

[redacted]

Command and Control

Communication

[redacted]

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Author [redacted] - Date 11/7/12 Approved [redacted] Date [redacted]

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Staffing

Assignments

[redacted]

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ICS 203

1. Incident Name	
Turning Point	
2. Date	3. Time
10/17/18	1500
4. Operational Period	
10/17/18 1500-1700	

5. UO – Command Staff

	Name	Phone
Incident Commander	Matt Carmichael	
SRS Duty Admin	Flo Hoskinson	
Agency Administrator	Andre Le Duc	
Public Information Officer	Tobin Klinger	
Community Relations	Matt Roberts	

6 Planning Section

	Name	Phone
Chief	Becca Puleo	
Resources Unit Leader		
Situation Unit Leader		
Documentation Unit Leader		
GIS Specialist		
Tech. Specialist		

7. Logistics Section

	Name	Phone
Chief		
Communication Unit		
Supply Unit Leader		

8 Finance Section

	Name	Phone
Chief		
Deputy Chief		
Time Unit/Personnel		
Procurement Unit		
Comp / Claims Unit		
Cost Unit		

9. Operations Section

Position	Name	Phone
A. Police		
Branch Director	Don Morris	
B. Student Life		
Branch Director		
C. General Counsel		
Branch Director	Kevin Reed	
	Jessica Price	
D. Fire Marshal's Office		
Branch Director	Simon Ditton	
	Zach Earl	
E. EMU		
Branch Director	Laurie Woodward	
F. Provost		
Branch Director		
G.		
Branch Director		
H.		
Branch Director		

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Author _____ - Date _____ Approved _____ Date _____

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Medical Aid

[redacted]

ATTACHMENTS

1. ICS Forms
2. Event Disruption Escalation Path

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Civil Disturbances and Demonstrations

357.1 PURPOSE AND SCOPE

As an institution of higher education, the University of Oregon fosters an atmosphere that encourages the expression of thoughts and opinions and the exercising of constitutionally granted rights to address grievances.

Proper handling of large public demonstrations and events is important to reduce the possibility of escalation into a situation that involves criminal activity or threatens public safety. The University will respond in a tiered approach in an effort to address any issues that might arise at the lowest engagement possible. Whether there is a police presence, and the profile of any police presence will be determined through an assessment of factors such as the nature of the event and the need to ensure public safety, protect persons and property, and maintain order.

Many strategies may be appropriately employed during demonstrations or large public events that do not include police actions. This policy provides guidelines for UOPD employees when they are involved in dealing with these incidents. The ultimate goal in the management of any event is to mitigate impact on the affected areas and persons, and eventually restore the affected area to the conditions that prevailed before the incident occurred.

357.1.1 DEFINITIONS

Civil Disturbance: Public gatherings that involves riots, personal or property damage, threatening individuals or assemblies that have become significantly disruptive, or involve criminal activity.

Demonstrations: Visible actions designed to advocate a position on a particular issue or issues. They may include actions that cause inconvenience to the campus community.

357.2 GENERAL GUIDELINES

It is crucial that UOPD personnel remain neutral and impartial in performing their duties. Duties generally include:

- Protect life and prevent personal injury

- Protect the statutory and constitutional rights of all parties

- Protect personal and public property

Effective communication is essential for successful operations. This includes communications with:

- people involved in the incident

- people affected by the incident

- Officers and other employees of UOPD and the University

- UOPD Command personnel, UO Incident Management Team (UO-IMT) and other University administrators involved in the response to such incidents.

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Civil Disturbances and Demonstrations

Participant behavior during a demonstration or other public event may span varying levels including lawful, constitutionally protected actions and speech, civil disobedience (typically involving minor criminal acts) and rioting. All of these behaviors may be present during the same event, therefore, it is imperative that police actions are measured and appropriate for the behaviors encountered. This is particularly critical if force is being used. Adaptability of strategies and tactics is essential.

357.3 COMMAND AND COORDINATION

The University's response to these events will be organized in a manner consistent with the National Incident Management System (NIMS), the Incident Command System (ICS) and the University of Oregon Emergency Operations Plan (EOP).

Management of the University response will be handled through activation of the UO-IMT which includes Unified Command involving the UOPD Chief, or designee. The PIO function also becomes part of the PIO Group (See the UO EOP for further details).

If the incident is likely to involve a location outside the campus jurisdiction, or mutual aid is anticipated, representatives of the Eugene Police Department or other involved law enforcement agencies should be part of a Unified Command structure.

When responding to unanticipated events, the Executive Coordinator, or designee, generally will be the initial Incident Commander in the ICS structure until such time as the EOP is activated and the Executive Coordinator is relieved. The Executive Coordinator is initially responsible for:

- establishing a field command post/location and communicating the location to the dispatcher
- establishing an effective communication link to the UOPD representative in the Unified Command
- establishing the necessary mechanism to adequately monitor the situation, including the documentation of unlawful behavior
- updating the Incident Command group in a timely fashion regarding changes in behavior or other information critical to the successful management of the incident

357.4 INITIAL ASSESSMENT

The Department will utilize administrators (such as Student Affairs, University Relations and Finance and Administration) to work with groups first and will also be able to utilize the following resources: Office of Strategic Communications, Neutral Observers program (Student Affairs), and the Bias Response Team (Student Affairs).

UOPD officers will be deployed there is a reasonable expectation of unlawful or disruptive behavior. UOPD personnel may be the first University officials on a scene of an unanticipated event. The initial response should be focused on making an assessment of the situation. This assessment includes, but is not limited to:

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- location(s)
- number of participants
- purpose of the event
- leadership (whether it is apparent and/or whether it is effective)
- any initial indicators of unlawful or disruptive activity
- indicators that lawful use of University facilities, streets or walkways will be impacted
- ability and/or need to continue monitoring the incident

Initial assessment information should be communicated through the Chain of Command to Incident Command.

357.5 ENFORCEMENT ACTIONS

Enforcement of laws generally will only be done when authorized by the Incident Commander, or designee, or when enforcement actions are likely to prevent death or serious bodily injury. Enforcement actions, if deemed appropriate, generally follow adequate warnings and advisements communicated to the participants of the event.

Warnings and advisements may be communicated through established communications links with leaders and/or participants (such as through the Neutral Observer Program), or communicated to the group, en masse. Effectively communicating warnings and advisements to a large group, en masse, is often very difficult and UOPD staff who are designated to issue such communications should use whatever reasonable methods are available to ensure that the messages are clear in content and are heard by the participants.

Often, no leaders are identifiable, or if they are identifiable refuse to self-identify as leaders or act as leaders in working with authorities. This presents challenges in communicating adequately and effectively with participants.

Warnings and advisements should be recorded, if practical, and documentation of evidence that they are heard can be effective in support of enforcement actions, if they become necessary or advisable.

The content of warnings and advisements are sometimes provided by the prosecutor's office in order to form a legal foundation for addressing some behaviors, such as trespassing. Generally, however, they should include:

- police concerns, including identifying what laws are being broken
- what actions people can take to render their behavior legal
- generally, what police actions will take place if the illegal behavior continues

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357.6 USE OF FORCE

The use of force in crowd situations should be authorized prior to application, and accomplished in a deliberate, methodical and calculated manner so that the force is applied within departmental guidelines and training, and only on those person's where the force is justified.

Commanders authorizing the use of force should take into consideration that the use of force can result in an escalation of anti-police sentiments and increased unlawful behavior by people involved in mass demonstrations.

357.7 VIDEO RECORDING

This policy does not cover public safety video cameras that are installed for routine surveillance of public spaces for public safety concerns.

Video recording, when appropriate, is a good tool to record situations and events that involve, or may lead to, the need for police action. These recordings support criminal prosecutions, assist in evaluating department performance and better respond to allegations of improper police actions or legal action taken against the department and/or its employees.

Video recording by department personnel will be done in compliance with applicable laws. They will not be made, or retained, for the purpose of collecting or maintaining information about the political, religious, or social views, associations, or activities of any individual, group, association, organization, corporation, business, or partnership unless such information directly relates to an investigation of criminal activities, and there is reasonable suspicion that the subject of the information is involved in criminal conduct.

357.7.1 HANDLING AND RETENTION OF VIDEO RECORDINGS

Video recording media will be submitted as evidence, if it is known to contain evidence of criminal conduct. Otherwise, it will be submitted as property.

A copy of the Property or Evidence Report will be forwarded to Law Enforcement Records Specialist, who will be responsible for managing the retention and authorizing the disposition of video recordings made under this policy.

Video recordings submitted as evidence will be retained in accordance with policies and procedures for the retention of criminal evidence.

Video recordings submitted as property will be retained for 30 days if no police action was taken during the event. During that time all internal reviews will be conducted. If police action was taken during the event, the recordings will be retained for 180 days (this corresponds to the time frame in which civil allegations must be formally reported to the department).

If recordings are determined to contain criminal or civil evidence they will be retained in their entirety at the direction of the prosecutor or general counsel. Once legal action is finished, and at the direction of the attorney, the recordings will be erased or destroyed.

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Scheduling and Event Services

UNIVERSITY OF OREGON

EVENT CONFIRMATION

Tabling with Charlie Kirk Oct 2018

FIRST DATE: Wednesday, Oct. 17, 2018
LAST DATE: Wednesday, Oct. 17, 2018

Event Title: Tabling with Charlie Kirk

Billing/Payment/Notes:

CUSTOMER

[redacted] {Requestor}
Phone:
Email: [redacted]

Additional Sponsor:

Event Reference: 2018-ABHTDW
Event Last Modified: 10/16/2018 2:35PM
Current Event State: CONFIRMED

Primary Coordinator: Julia Melendy
Phone: 541-346-6000
Email: schedule@uoregon edu

Event Requirement(s): **Comments:**

NO REQUIREMENTS ASSIGNED

1. Holds Only (10am-5:30pm)

Reservation Times:

Pre-event Time: Wed. 10/17/18 10:00 AM
Event Times: **Wed. 10/17/18 10:00 AM - 5:00 PM**
Post-event Time: Wed. 10/17/18 5:00 PM

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #12	0	Info./Vendor Table(s)
Tables #1-#6 are located along the north edge of the Fishbowl.		
Tables #7-#13 are located along the railing across the main entrance path.		
EMU Fishbowl Terrace Table #13	0	Info./Vendor Table(s)
Tables #1-#6 are located along the north edge of the Fishbowl.		
Tables #7-#13 are located along the railing across the main entrance path.		

Resource Assignment(s):

NO RESOURCES ASSIGNED

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CONTINUATION

Tabling with Charlie Kirk Oct 2018

2. EMU - Fishbowl Terrace Table #11

Reservation Times:

Pre-event Time: Wed. 10/17/18 2:30 PM

Event Times: **Wed. 10/17/18 3:00 PM - 5:00 PM**

Post-event Time: Wed. 10/17/18 5:00 PM

Reservation Comments:

Relocated to space #11. > #12+13 are also booked to avoid space, gathering conflicts.
ks 10/15

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #11	2	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

Resource Assignment(s):

EMU - Vendor Small Table Info only
2 EMU - Chair - Outdoor EMU Stored 130
1 EMU - Table - 6' - Outdoor -130 Storage

3. Holds Only (3-5:30pm)

Reservation Times:

Pre-event Time: Wed. 10/17/18 3:00 PM

Event Times: **Wed. 10/17/18 3:00 PM - 5:30 PM**

Post-event Time: Wed. 10/17/18 5:30 PM

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #4	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #5	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #6	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #7	0	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

EMU Fishbowl Terrace Table #9	0	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

Resource Assignment(s):

NO RESOURCES ASSIGNED

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CONTINUATION **Tabling with Charlie Kirk Oct 2018**

4. Holds Only (3:30-5:30pm)

Reservation Times:

Pre-event Time: Wed. 10/17/18 3:30 PM

Event Times: **Wed. 10/17/18 3:30 PM - 5:30 PM**

Post-event Time: Wed. 10/17/18 5:30 PM

Space Assignment(s):	Attendance:	Requested Layout:
EMU Fishbowl Terrace Table #2	0	Info./Vendor Table(s)
EMU Fishbowl Terrace Table #8	0	Info./Vendor Table(s)

Tables #1-#6 are located along the north edge of the Fishbowl.
Tables #7-#13 are located along the railing across the main entrance path.

Resource Assignment(s):

NO RESOURCES ASSIGNED

CANCELLATION POLICY

- The listed 'Customer' on this estimate must contact UO Scheduling & Event Services to cancel the event.
- To avoid all expenses/charges (except non-refundable deposit), cancellation must be received no later than 48 hours* prior to the listed 'Pre-Event Time'.
- Cancellations received less than 48 hours* but at least 24 hours* prior to the listed 'Pre-event Time' will incur 50% of all listed expenses/charges.
- Cancellations received less than 24 hours* prior to the listed 'Pre-event Time' will incur 100% of all listed expenses/charges.
- Any equipment or services obtained from an outside vendor through UO Scheduling & Event Services is subject to that vendor's cancellation policy.
- UO Scheduling & Event Services reserves the right to cancel the event without prior notice should staff or other appropriate authority determine safety concerns warrant such action.

* *Excluding weekends and holidays.*

UO Scheduling and Event Services
EMU 236 & 237
1395 University Street
Eugene OR 97403

Phone: 541-346-6000
Email: schedule@uoregon.edu

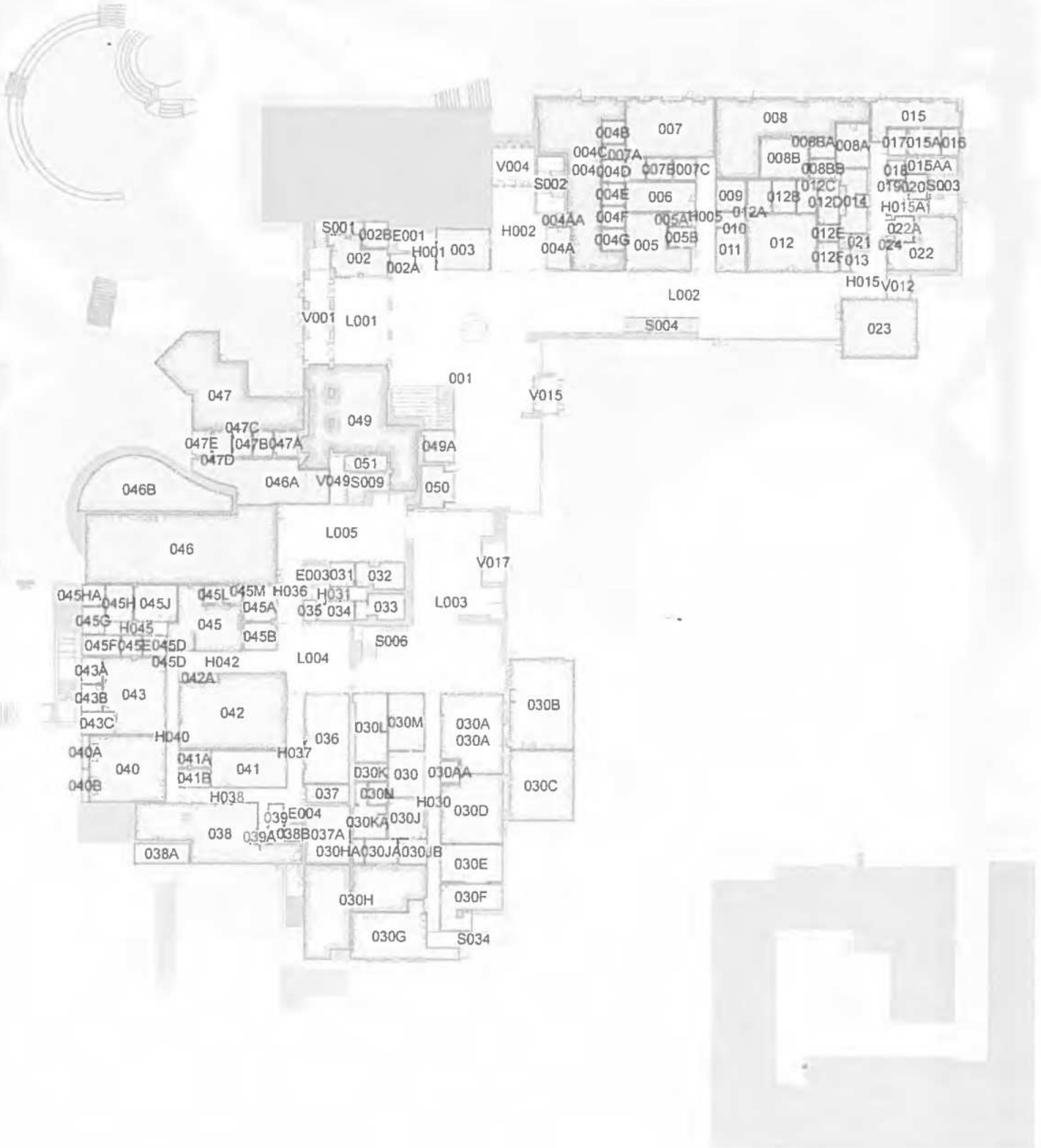
ALL ITEMS SHOWN ON THIS CONFIRMATION ARE SUBJECT TO CHANGE!

Please review document and contact coordinator(s) listed at top of first page if you find any errors or omissions.

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Erb Memorial Union

Basement



Building #033: Sum of room areas (sq ft): 66477.82 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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Erb Memorial Union

First Floor



Building #033: Sum of room areas (sq ft): 55559.27 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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Erb Memorial Union

First Floor Mezzanine



Building #033: Sum of room areas (sq ft): 16926.78 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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Erb Memorial Union

Second Floor



Building #033: Sum of room areas (sq ft): 41156.2 Total Building Area (sq ft): 292389.65

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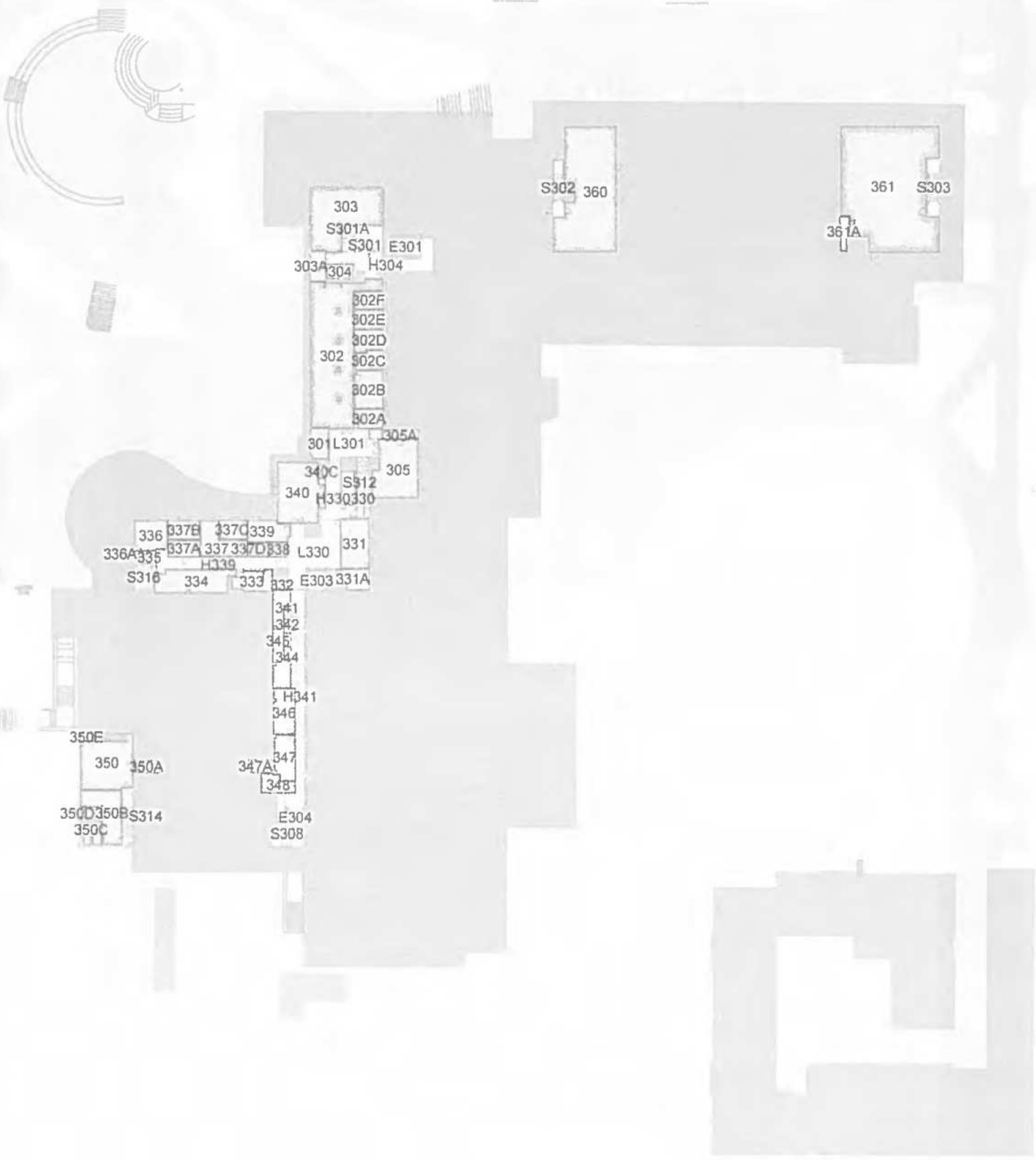
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Erb Memorial Union

Third Floor



Building #033: Sum of room areas (sq ft): 14532.08 Total Building Area (sq ft): 292389.65

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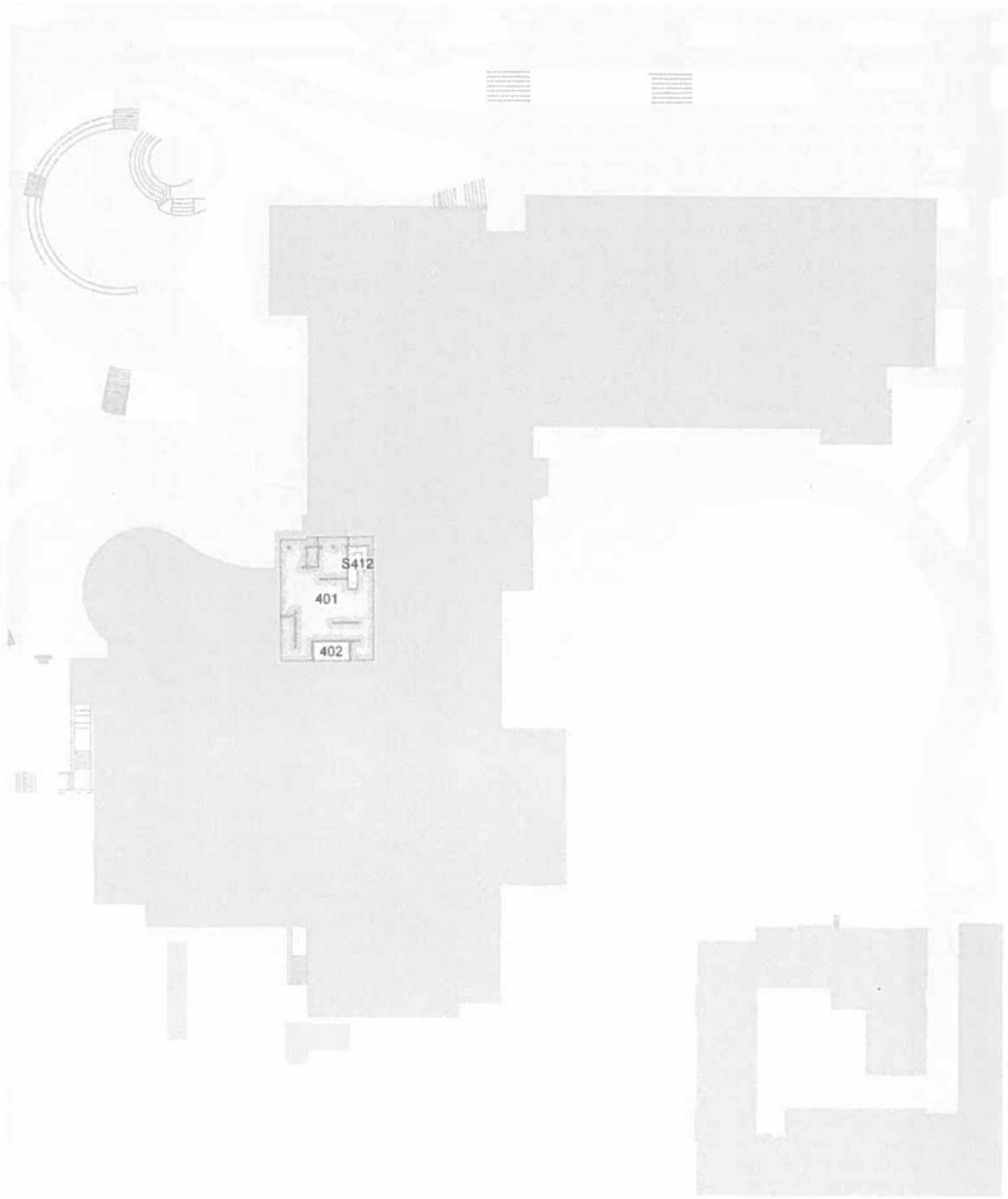
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Erb Memorial Union

Fourth Floor



Building #033: Sum of room areas (sq ft): 2377.51 Total Building Area (sq ft): 292389.65

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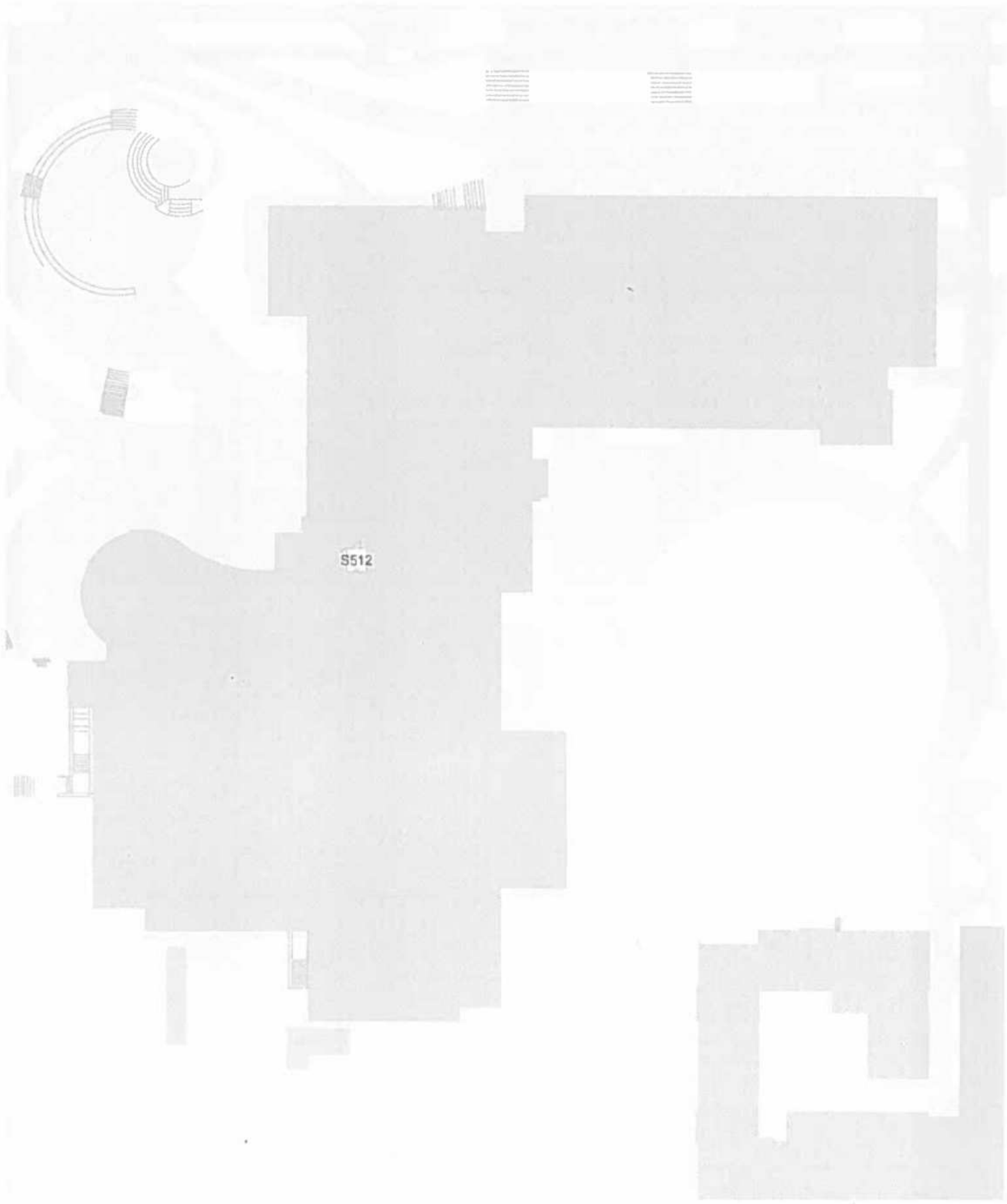
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Fifth Floor



Building #033: Sum of room areas (sq ft): 90.32 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

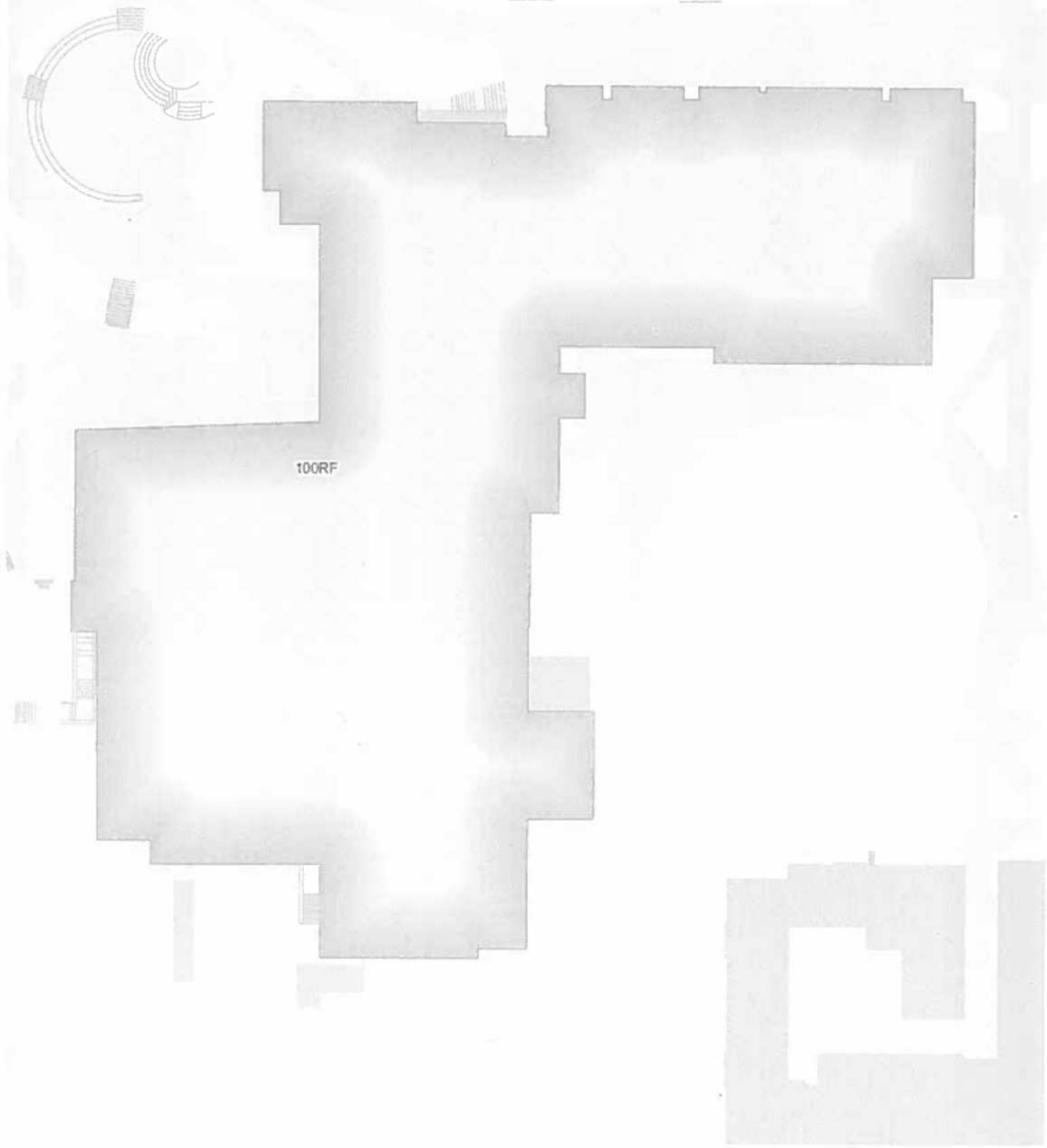
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Roof



Building #033: Sum of room areas (sq ft): 81391.16 Total Building Area (sq ft): 292389.65

0 62.5 125 Feet

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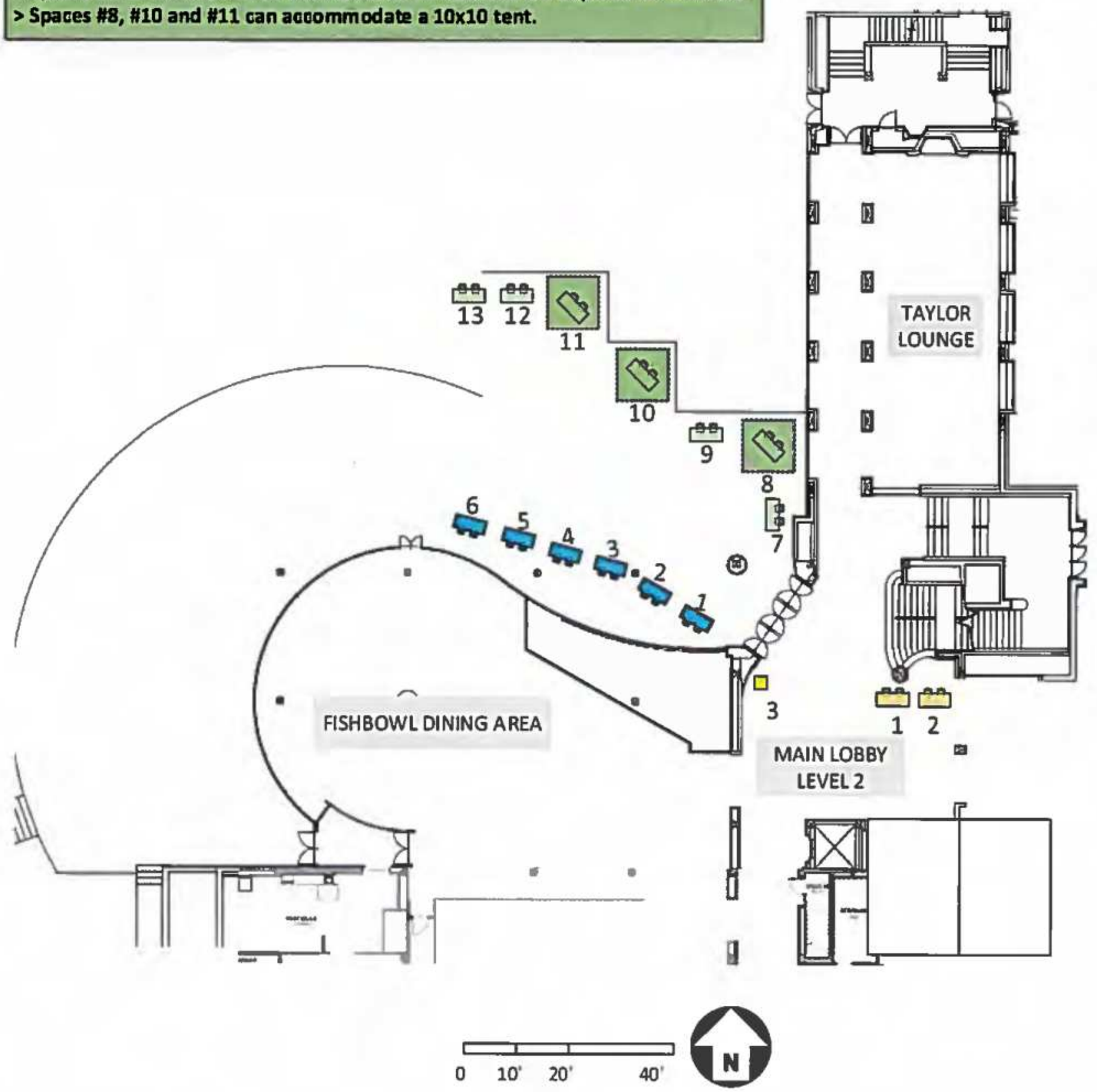
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EMU Fishbowl and Main Lobby

> Spaces #1, #2 and #3 are inside at the Main Lobby, 2nd level.
> Space #3 is a small table for display info/brochures only.

> Spaces #1-6 are outside on the Fishbowl Terrace and are under an overhang.

> Spaces #7-13 are outside on the Fishbowl Terrace and are exposed to weather.
> Spaces #8, #10 and #11 can accommodate a 10x10 tent.



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UNIVERSITY OF OREGON

Free Speech and Demonstration Guidelines

Rights, rules, responsibilities, and resources

At the University of Oregon, established guidelines protect the right to free speech, while ensuring that opposing views may also be expressed. The university strives to balance the right to dissent with the right to be heard, the right to speak one's mind with the right to listen. The university applies its rules and expectations in a manner neutral to the viewpoints expressed.

Printed Material

- Most building walls and campus fixtures, as well as most bulletin boards, are regulated. Building or department operators may determine what content may be approved (i.e., requiring content related to a particular program, or published by university groups for a university audience). Unapproved or unrelated material may be removed
- Material may not contain "true" threats of violence

Demonstrations

- May not interfere with scheduled university activities or speakers (such as classes or events)
- May not block doors, hallways, stairways, fire exits, fire lanes, or public rights of way including streets, sidewalks, etc.
- May not pose a threat to health and safety
- May not result in damage, theft, or vandalism of property
- May not exceed safe occupancy capacity in a room (Oregon Fire Code, Sections 104.1, 107.5, 107.6)
- May not have open flames larger than a standard candle outdoors, or any open flames indoors

Sound

- Monday-Friday from 8:00 a.m.-6:00 p.m., outdoor amplified sound on campus (including microphones, amps, and bullhorns) is only permitted in the EMU Amphitheater, only with an approved request submitted to Scheduling and Event Services, and the amplified sound must be provided and/or monitored by Scheduling and Event Services; outdoor amplified sound may not exceed 83db measured 40 feet from the sound source in any direction
- At other days/times, the Eugene Municipal Code on noise (Sections 4.080, 4.081, 4.083, 4.084) regulates outdoor sound on campus; the code (with some exemptions) forbids amplified outdoor sound between 10:00 p.m.-7:00 a.m. daily
- No amplified sound indoors (megaphones and other sound-amplifying devices are not allowed inside); no amplified sound at outdoor information tables
- Sound amplified by event schedulers is allowed in athletics and entertainment venues
- Please be considerate of classes and other events when demonstrating outdoors

Signs

- May not have attached sticks inside buildings (safety hazard)
- May not make direct, "true" threats of violence
- May be removed if not attended to at all times
- May not involve weapons or dangerous objects, including sticks or sign poles larger than 1"x2"

Graffiti

- No markings, including chalking, may be left on campus buildings or other structures or surfaces; chalking may be allowed on certain sidewalks and streets, but is subject to removal, consistent with campus maintenance standards and practices

Spaces

- To enable the free sharing of ideas on campus, the UO has rules and procedures for reserving space or other facilities
- When campus activities conflict with one another, university officials have the authority to request those involved in one activity to stop, move, or change their behavior, so that the other activity can continue

Violations of the standards above may result in university action to stop the behavior, as well as disciplinary consequences for students or employees, and possible legal action.

Online references and resources

- https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech
- https://policies.uoregon.edu/policy/by/1/04-facilities/facilities-scheduling
- https://scheduling.uoregon.edu/resources
- https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/UO-Amphitheater-Sound-Policy.pdf
- https://www.eugene-or.gov/DocumentCenter/View/2693
- https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code
- https://policies.uoregon.edu/proscribed-conduct

Visitors to the University of Oregon campus have the responsibility to obey federal and state laws, the municipal code, and University of Oregon rules and policies, and may be cited for trespass or subject to prosecution for any illegal behavior committed on campus. Additionally, students are subject to the requirements of the Student Conduct Code, and members of the faculty and staff are subjects to UO policies governing Proscribed Conduct, as well as the university's policies on progressive discipline.

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ORGANIZATION ASSIGNMENT LIST (ICS 203)

1. Incident Name:	2. Operational Period: Date From: 11/17/2018 Date To: 11/17/2018
Turning Point	Time From: 1500 Time To: 1700

3. Incident Commander(s) and Command Staff:	
IC/UCs	Chief Carmichael
Deputy	
Safety Officer	Captain Kostiuk
Public Info. Officer	Tobin Klinger
Liaison Officer	James Stegall

4. Agency/Organization Representatives:	
Agency/Organization	Name

5. Planning Section:	
Chief	
Deputy	
Resources Unit	
Situation Unit	
Documentation Unit	
Demobilization Unit	
Technical Specialists	

6. Logistics Section:	
Chief	
Deputy	
Support Branch	
Director	
Supply Unit	
Facilities Unit	
Ground Support Unit	
Service Branch	
Director	
Communications Unit	
Medical Unit	
Food Unit	

7. Operations Section:		
Chief	Captain Morris	
Deputy	Captain Wade	
Staging Area	R. Ewing	
Branch		
Branch Director		
Deputy		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Branch		
Branch Director		
Deputy		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Division/Group		
Air Operations Branch		
Air Ops Branch Dir.		

8. Finance/Administration Section:	
Chief	Jon Marchetta
Deputy	
Time Unit	
Procurement Unit	
Comp/Claims Unit	
Cost Unit	

9. Prepared by: Name: Carmichael Position/Title: Chief Signature:

ICS 203 | **IAP Page** _____ Date/Time: 11/17/2018

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated:
Turning Point		Date: 11/17/2018 Time: 1500

4. Map/Sketch (include sketch, showing the total area of operations, the incident site/area, impacted and threatened areas, overflight results, trajectories, impacted shorelines, or other graphics depicting situational status and resource assignment):

South Lawn of the EMU. see attached

5. Situation Summary and Health and Safety Briefing (for briefings or transfer of command): Recognize potential incident Health and Safety Hazards and develop necessary measures (remove hazard, provide personal protective equipment, warn people of the hazard) to protect responders from those hazards.

No current identified hazards. Police protection in play as there is the potential of disruption/counter demonstration

6. Prepared by: Name: Carmichael Position/Title: Chief Signature:

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated:
Turning Point		Date: 11/17/2018 Time: 1500

7. Current and Planned Objectives:

It is the mission of the University of Oregon Police Department to provide a safe and secure environment for all special events on campus. During this operational period the University of Oregon Police Department and its law enforcement and community partners will conduct crowd management with an emphasis on safety and security. The University of Oregon Police Department has worked closely with the University of Oregon Demonstration team in planning for this operation.

The command and execution of this Operations Order is not intended to restrict the appropriate action of law enforcement outside the typical sequence of events. Our mission is not to arrest every law violator; but instead, to manage the event in a safe manner.

8. Current and Planned Actions, Strategies, and Tactics:

Time:	Actions:
1430	Briefing
1500	Establish DOC
1500	Event start
1700	Event close

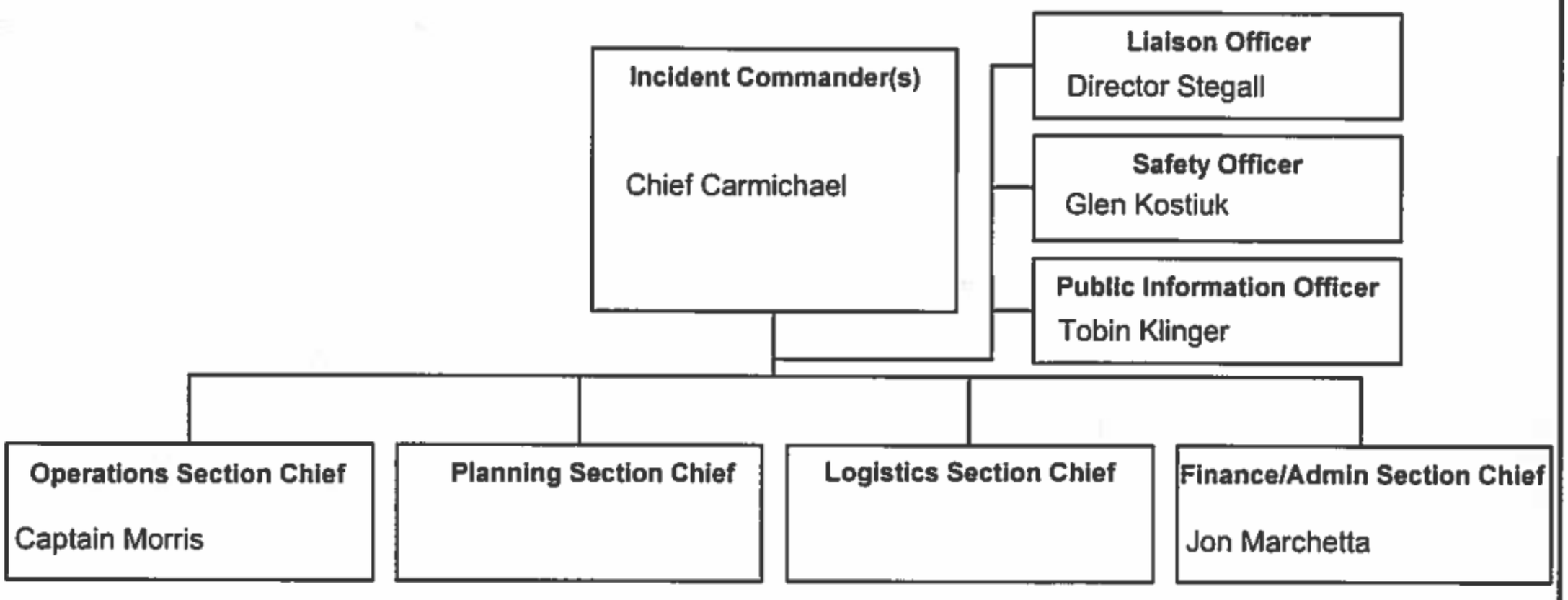
6. Prepared by: Name: Carmichael Position/Title: Chief Signature:

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INCIDENT BRIEFING (ICS 201)

1. Incident Name:	2. Incident Number:	3. Date/Time Initiated:
Turning Point		Date: 11/17/2018 Time: 1500

9. Current Organization (fill in additional organization as appropriate):



6. Prepared by: Name: Carmichael	Position/Title: Chief	Signature:
ICS 201, Page 3	Date/Time: 11/17/2018	

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INCIDENT BRIEFING (ICS 201)

1. Incident Name: Turning Point	2. Incident Number:	3. Date/Time Initiated: Date: 11/17/2018 Time: 1500

10. Resource Summary:

Resource	Resource Identifier	Date/Time Ordered	ETA	Arrived	Notes (location/assignment/status)
Personnel	JCPD			☒	
				☐	
				☐	
				☐	
				☐	
				☐	
				☐	
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				☐	
				☐	
				☐	
				☐	
				☐	
				☐	
				☐	
				☐	

6. Prepared by: Name: Carmichael Position/Title: Chief Signature:

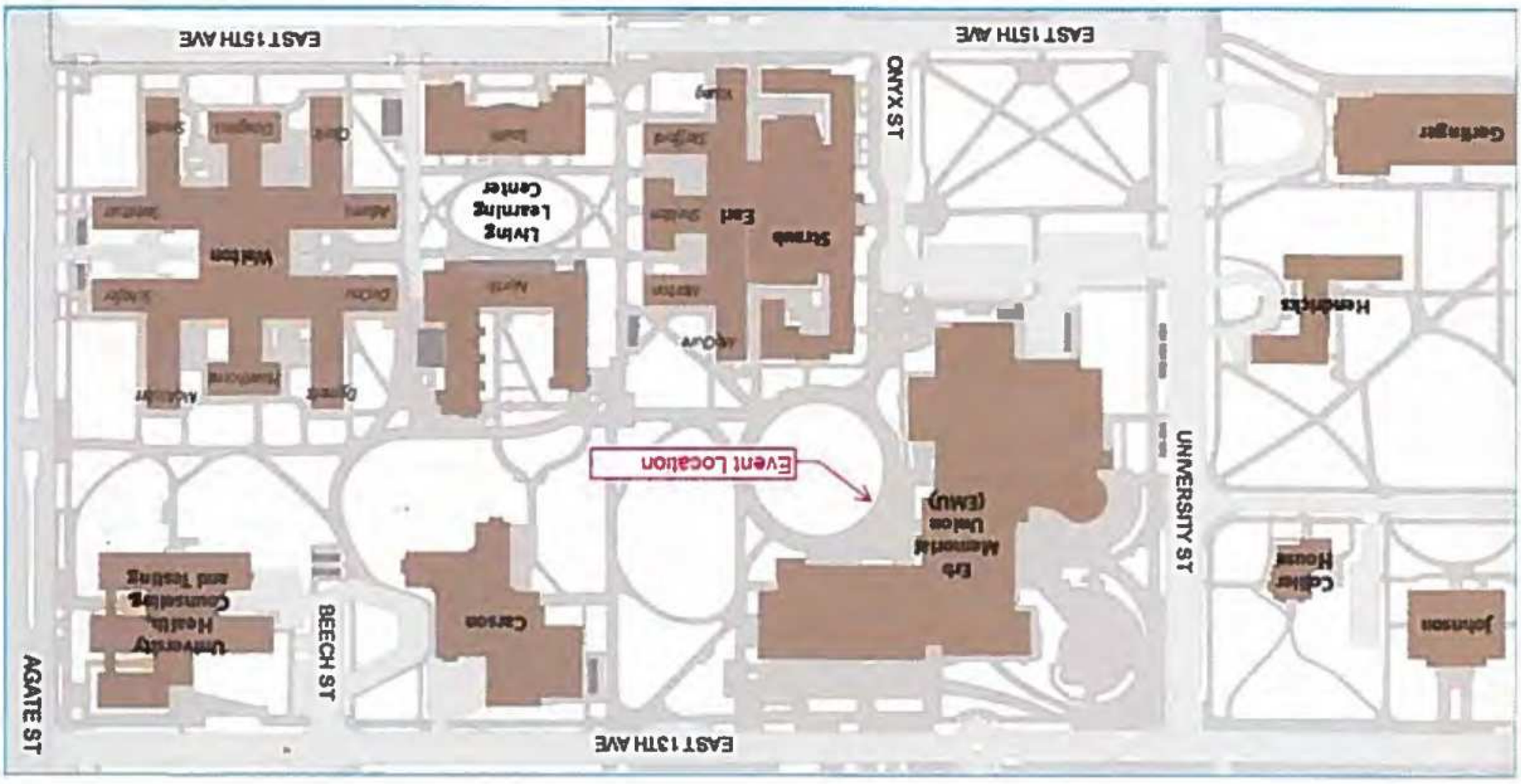
 Date/Time: 11/17/2018

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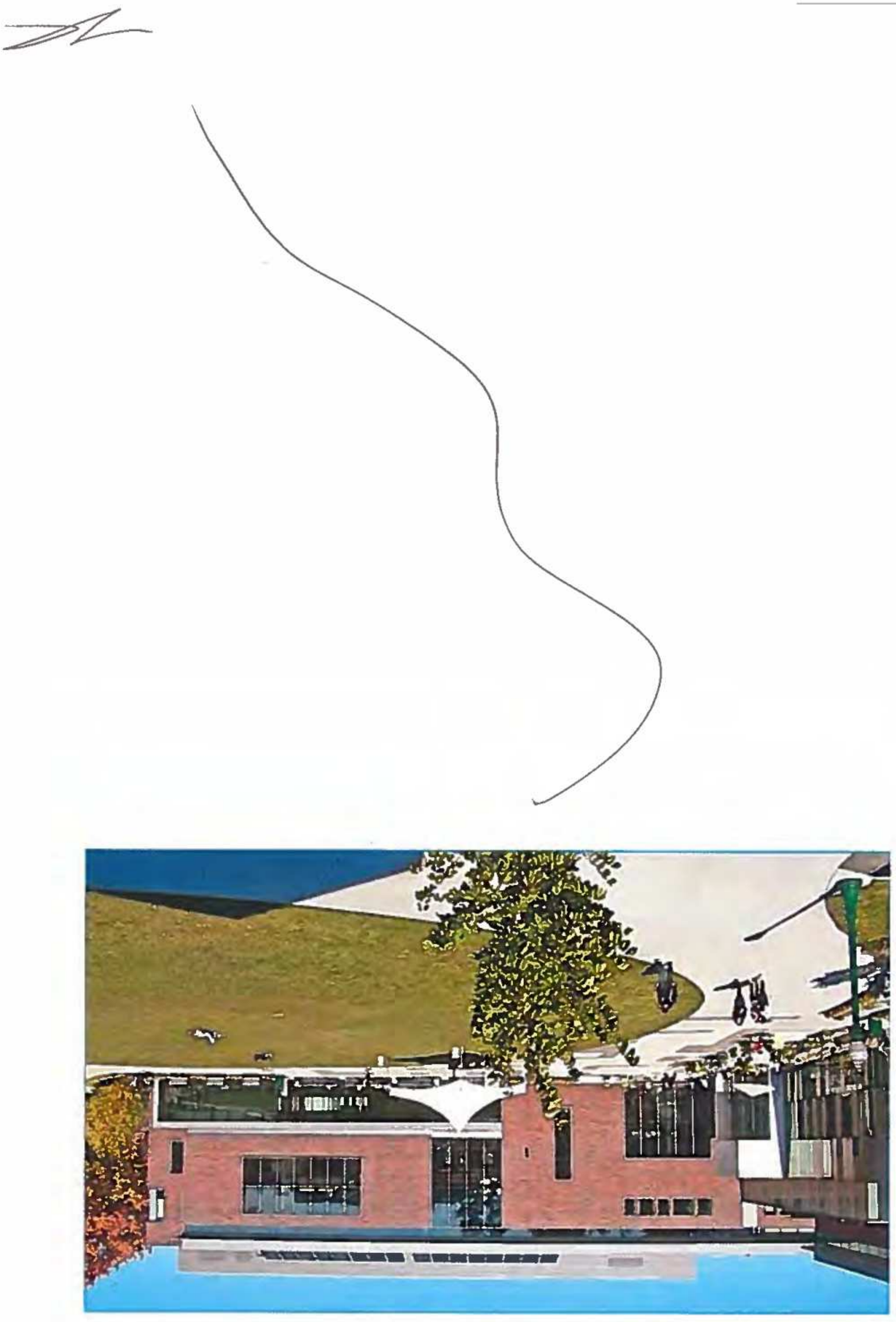
Scanned from a Xerox Multifunction Printer (002).pdf

2N





Scanned from a Xerox Multifunction Printer (002).pdf



From: Matt Carmichael <Matt.Carmichael@uopd.org>
Sent time: 04/29/2017 02:05:49 AM
To: Krista Dillon
Cc: Andre Le Duc
Subject: Fwd: Non emergency, Israel-themed program on campus Tuesday, May 2nd

---

Hi Krista.

Given the recent anti Semitic incident on campus and in the region I have directed Captain Cary to staff this event. I have notified Dean Winter and will talk with Hillel today.

I wanted you to be aware and to share with IMT. If you have any questions please let me know.

Sincerely

Matt

Chief Matthew Carmichael
University of Oregon Police Department
Office 541-346-8560
Cell
matt.carmichael@uopd.org

Begin forwarded message:

> **From:** Brittany Lenhart <brittany@oregonhillel.org>
> **Date:** April 29, 2017 at 12:18:20 AM PDT
> **To:** <police@uoregon.edu>
> **Subject: Non emergency, Israel-themed program on campus Tuesday, May 2nd**
>
> Hello,
>
> I'm the Assistant Director with Hillel in Eugene and at UO. I wanted to make the campus police department aware of an Israel Independence Day Block Party we are hosting from 11am-4pm on Tuesday, May 2nd, in the EMU amphitheater. There are about 10 student groups collaborating, and there will be food, music, and prizes throughout the day.
>
> We do not expect any problems but are aware that protests or community members who oppose Israel may visit the event. Our Executive Director suggested it would be best if the campus police were aware that the event was happening.
>
> Thank you,
>
> **Brittany Lenhart**
> Assistant Director
> Oregon Hillel Foundation
>
> 1059 Hilyard St
> Eugene, OR 97401
> (541) 343-8920 x106

From: UOPD CERC <notifications@uoem.basecamphq.com>
Sent time: 04/29/2017 12:02:44 PM
To: Krista Dillon
Subject: [Demonstration Coordination] MARCH FOR CLIMATE CHANGE

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

UOPD CERC posted a new message:
MARCH FOR CLIMATE CHANGE

PERSONS ARE BEGINNING TO GATHER AT THE EMU AMPHITHEATER FOR THE "RALLY FOR A CLIMATE SAFETY IN EUGENE" THE GROUP WILL THEN MARCH TO THE FEDERAL COURT HOUSE, 405 E 8TH AVENUE. THE GROUP IS PEACEFUL AND HAS BEEN ADVISED TO STAY ON THE SIDEWALK FOR THEIR MARCH.

http://world.350.org/eugene/events/2017/04/peoples-climate-mobilization-april-29-2017-washington-dc/

https://www.facebook.com/events/694928737356426/

This message was sent to Alice Cary, Allen Gidley, Andre LeDuc, Andre Moran, Becca Puleo, Betsy Boyd, Bill Brady, Bryan Dearinger, Cassandra Moseley, Chuck Triplett, Darin Dehle, David Landrum, Emily Halnon, Flo Hoskinson, Greg Ottoman, Greg Stripp, Herb Horner, Hilary Gerdes, Jason Wade, Jennifer Clark, Joe Pedrola, Jon Marchetta, Karen Hyatt, Kassy Fisher, Kelly McIver, Kelly Wolf, Ken Kato, Kenneth Doxsee, Kris Winter, Krista Dillon, Kyle Henley, Lynn Johnson, Mark McCulloch, Matt Carmichael, Matt Roberts, Melanie Muenzer, Mike Harwood, Missy Matella, Mongoose UO, Nancy Resnick, Phillip Carroll, Rob Freytag, Sara Stubbs, Shannon Millington, Shelly Kerr, Sheryl Eyster, Steve Stuckmeyer, Stuart Laing, Sue Eveland, Tobin Klinger, Tony Hardenbrook, Tony Saxman, UOPD CERC, Vicki Strand, and Will Laney.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From: Krista Dillon
Sent time: 04/22/2017 01:38:28 PM
To: Krista Dillon
Attachments: IMG_5309.JPG ATT00001.txt IMG_5310.PNG ATT00002.txt IMG_5311.JPG ATT00003.txt



●●○○○ AT&T LTE 12:37 PM

webcam.uoregon.edu
webcam.uoregon.edu





Sent from my iPhone

From: Becca Puleo
Sent time: 04/27/2017 08:24:18 AM
To: Krista Dillon; Rick Haught
Subject: RE: UO students plan 'die-in' Friday to protest war in Syria - Emerald Media

I'll do this shortly. I see if folks would like to have a call this afternoon.

Best,

Becca

From: Krista Dillon
Sent: Thursday, April 27, 2017 8:23 AM
To: Rick Haught <rickh@uoregon.edu>
Cc: Becca Puleo <rpuleo@uoregon.edu>
Subject: Re: UO students plan 'die-in' Friday to protest war in Syria - Emerald Media

Thanks Rick. I'm out this week. I cced becca. I'd recommend posting to demo basecamp and identifying staff to be available.

K

Sent from my iPhone

On Apr 27, 2017, at 11:16 AM, Rick Haught <rickh@uoregon.edu> wrote:

> Time to gear up again:
>
> http://www.dailyemerald.com/2017/04/27/uo-students-plan-die-friday-protest-war-syria/
>
> Rick

From: Kassy Fisher
Sent time: 04/21/2017 07:57:06 AM
To: Johnson Hall Staff
Cc: Krista Dillon
Subject: Sit-In in Johnson Hall Today

Dear Johnson Hall occupants:

There will be a sit-in at Johnson Hall today, most likely between 11:15 am and 5:00 pm. If you have appointments outside of the building during this time period, please consider entering and exiting the building via other means than through the first floor lobby. Similarly, if you have guests coming to Johnson Hall during this time you may want to consider finding an alternate location for your meeting.

As always, the safety of all members of our community is important. Staff will be on hand to ensure that the rallying group is heard and that workplace boundaries are observed. If you have questions, please let me or another member of the VPFA office staff know.

Thank you.

Kassy

From: Kelly McIver <Kelly.McIver@uopd.org>
Sent time: 04/27/2017 03:14:42 PM
To: Greg Stripp; Jamie Moffitt; Kassy Fisher; Kyle Henley; Tobin Klinger; Kevin Reed; Jennifer Winters; Melanie Muenzer
Cc: Krista Dillon; Andre Le Duc; Becca Puleo; Kris Winter; Kathie Stanley; Kevin Marbury
Subject: Student "die-in" demonstration April 28 at 13th & University

---

All:

You may be aware of this already from the Demonstration Coordination Group or other means, but there is a student demonstration planned for Friday, April 28, from 2:30-3:15 p.m. that may disrupt vehicle traffic at the corner of 13th Avenue and University Street.

The planned event, written about in the Daily Emerald and with a Facebook event page, is a "die-in" to protest military action in Syria.

The Demonstration Coordination group has met and planned staffing and contingencies for the event, and if students do lay down in the street, UOPD will divert vehicle traffic at the circular turn-around east of the intersection for the duration of the demonstration. Staff is reaching out to student organizers to encourage them to conduct their demonstration on a sidewalk either near the EMU or near Columbia Hall, but out of the street.

http://www.dailyemerald.com/2017/04/27/uo-students-plan-die-friday-protest-war-syria/

Kelly McIver
Director of Strategic Engagement and Communications
University of Oregon Safety & Risk Services
Public Information Officer, University of Oregon Police Department
541-346-8335 office
[redacted] mobile
kmciver@uoregon.edu

From: Melanie Muenzer
Sent time: 04/21/2017 10:35:28 AM
To: Krista Dillon
Subject: FW: A White Supremacist Comes to Auburn - The Chronicle of Higher Education

---

Hey Krista -

Is it possible to add Mariann as a member?

Thanks

Melanie Muenzer | Chief of Staff
muenzer@uoregon.edu | 541-346-3549
202 Johnson Hall
1258 University of Oregon | Eugene, OR 97403

-----Original Message-----
From: Kris Winter
Sent: Friday, April 21, 2017 8:04 AM
To: Mariann Hyland <hylandm@uoregon.edu>
Cc: Yvette Alex-Assensoh <yalex@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>; Darci Heroy <dvh@uoregon.edu>; Missy Matella <mmatella@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Melanie Muenzer <muenzer@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Lisa Freinkel <freinkel@uoregon.edu>; Karen Ford <fordk@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Subject: Re: A White Supremacist Comes to Auburn - The Chronicle of Higher Education

Good morning.
We do have systems in place...in fact a full team! I am looping in Krista Dillon as she coordinates this group.
Thanks Mariann!
- Kris

Sent from my iPhone

> On Apr 21, 2017, at 7:58 AM, Mariann Hyland <hylandm@uoregon.edu> wrote:
>
> Dear all,
>
> I'm checking in to see if there are any organized planning efforts under way to prepare our campus for a scenario similar to the one addressed in this article about Auburn. Closer to home, Berkeley has experienced extreme conflict around these issues too.
>
> I presented at a national conference recently about trends in free speech and academic freedom in higher education and gleaned from preparing for the presentation that conflicts of this nature are escalating around the country and that it's best to prepare the campus in advance with educational outreach, presentations about free speech, etc.
>
> Has anyone been involved in any planning of this nature? I will be happy to assist with any planning efforts.
>
> Mariann
>
> http://www.chronicle.com/article/A-White-Supremacist-Comes-to/239827
>
>
> Sent from my iPhone

From:	Chuck Triplett
Sent time:	10/05/2017 05:34:35 PM
To:	Kris Winter; Kevin Reed; Kevin Marbury
Cc:	Krista Dillon; Andre Le Duc; Greg Stripp
Subject:	DRAFT talking points for Chuck
Attachments:	CT talking points.docx

All,

Please find the attached DRAFT talking points for me to engage the protest group in advance of the speech tomorrow. Feel free to edit vigorously.

Chuck

- Good morning, everyone. I'm Chuck Triplett and work for the Provost's Office.
- I want to take a brief moment of your time to let you know what to expect as you enter the building and how to make sure that your protest remains both effective and positive.
- As you enter the ballroom space this morning, please note that your signs are welcome but sticks, amplified sound, and mega phones are prohibited. There are greeters at the entrance and they are happy to hold these types of prohibited items until the event concludes and they can be returned to you.
- Please be mindful of other people in the space and recognize that we have a number of guests on campus today. Do not block doors or walkways so that others can enter and exit freely.
- The university absolutely supports your right to peacefully protest and respects your thoughts and opinions. An impactful protest doesn't have to be a disruptive one.
- Please do not attempt to disrupt this morning's event. Engaging in behavior that could reasonably be foreseen to cause disruption of a university sponsored event such as this one is a violation of the University of Oregon, Student Conduct Code and may result in corrective actions that can easily be avoided my making good choices now.
- Does anyone have any questions for me?

Happy Protesting! (or is that too much)?

From: Josep Pedrola
Sent time: 10/04/2017 11:45:19 AM
To: Simon Ditton; Michael Eppli; Zach Earl
Cc: alice.cary@uopd.org; Krista Dillon; James Wooten; Becca Puleo; Jason Wade <Jason.Wade@uopd.org>; Matt Carmichael <Matt.Carmichael@uopd.org>
Subject: FW: ACTION REQUESTED: Demonstration Assignment
Attachments: 10-6-17 UO President's Speech Protest @ EMU Ballroom.docx

---

Gentlemen,

Please review the preceding e-mail from Krista about the upcoming protest to the UO President's Speech that will take place at the EMU Ballroom. Attached is the UOFM Event Briefing with the duty assignments for this event.

Please do not hesitate to contact me if you have any questions or I can be of further assistance regarding this matter.

Respectfully,

Josep Pedrola
University Fire Marshal
SAFETY & RISK SERVICES
1715 Franklin Blvd, Room 255
1260 University of Oregon
Eugene, OR 97403-1260
Direct 541-346-3270
Mobile [redacted]
E-mail jpedrola@uoregon.edu

From: Krista Dillon
Sent: Wednesday, October 04, 2017 10:48 AM
To: Josep Pedrola; Simon Ditton
Subject: ACTION REQUESTED: Demonstration Assignment
Importance: High

Hello,
We've received word about a protest at the President's Speech this Friday. Let's plan on having two people staff the event from 10:30 am – 1:00 pm. Speech is scheduled from 11-12 pm in the EMU Ballroom. Please let me know who it will be so that I can update the IAP.
Thanks,
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://ers.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-6209

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UNIVERSITY OF OREGON

UNIVERSITY FIRE MARSHAL
EVENT BRIEFING / CONFIDENTIAL

Contains official and unofficial items – All UOFM personnel are required to be familiar with its contents.

Prepared by: Josep Pedrola, University Fire Marshal
Date / Time Prepared: Wednesday, October 4, 2017 @ 11:35
Date / Time Revised:

WHAT: UO President's Speech **WHERE:** EMU Ballroom **WHEN:** Friday, October 6, 2017

TIME SEQUENCE

[redacted]

WEATHER FORECAST

Sky: Mostly Sunny / **High – Low:** 75F – 46F / **Precipitation:** 0% / **Wind:** NNW 6 mph / **Humidity:** 51%
Sunrise: 07:16 / **Sunset:** 18:43

PLAN OF THE DAY

UOFMO Staff	Radio Call Sign	Cell	Site	Assigned Duty Stations
[redacted]				

Uniform

[redacted]

Communications

[redacted]

Safety Reminders

1. Know the operational plan for the day
2. Know your specific assignments
3. Wear the required PPE as the situation dictates
4. Know your limitations (Remember your primary role, call for assistance promptly)
5. Maintain situational awareness at all times

Event Duties & Responsibilities

1. Ensure integrity and maintenance of means of egress components
2. Prevent and/or abate overcrowding conditions
3. Maintain fire watch.

Designated Staging Areas

[redacted]

Violent Behavior (individuals with knifes, fire arms, blunt objects, etc. threatening others; fights; and/or acts of civil disobedience)

[redacted]

REMEMBER – SAFETY IS PARAMOUNT IN ALL WE DO!

From: Kris Winter
Sent time: 10/04/2017 09:18:45 AM
To: Krista Dillon
Subject: Fwd: Protest Planned

May want to add to agenda.

Sent from my iPhone

Begin forwarded message:

> **From:** "Kyle Henley" <khenley@uoregon.edu>
> **To:** "Kevin Marbury" <kmarbury@uoregon.edu>
> **Cc:** "Kris Winter" <winterk@uoregon.edu>, "Lauren Miller" <lemiller@uoregon.edu>
> **Subject: FW: Protest Planned**
>
> FYI ...
>
> Kyle Henley
> Vice President, University Communications
> O: 541.346.2329 M: [redacted]
> khenley@uoregon.edu
>
> On 10/4/17, 8:41 AM, "Tobin Klinger" <tklinger@uoregon.edu> wrote:
>
> > All,
> >
> > FYI. We should discuss.
> >
> > Thanks!
> >
> > Tobin


The Students of UO Present
State of Reality Protest
SEPT
Meet Outside the EMU 10/6 @10:30
We will then walk to the Ballroom

From: Kris Winter
Sent time: 10/09/2017 05:36:46 PM
To: Krista Dillon; Andre Le Duc
Subject: Fwd: Disruption on Campus Tour - Friday, October 6
Attachments: image003.jpg image001.png

Hi.
I understand Roger asked Cora to share this with you. We plan to follow up from conduct perspective unless you think beta needs to be involved?
- k

Sent from my iPhone

Begin forwarded message:

> **From:** Kris Winter <winterk@uoregon.edu>
> **Date:** October 9, 2017 at 5:11:57 PM PDT
> **To:** Kevin Reed <ksreed@uoregon.edu>
> **Cc:** Sandy Weintraub <sandyw@uoregon.edu>, Kevin Marbury <kmarbury@uoregon.edu>
> **Subject: Re: Disruption on Campus Tour - Friday, October 6**
>
> Thanks.
> Cora looped me in too. If we learn of the name of the individual we can follow up but without a name it will be a challenge.
> I also gave props to Cora for the way her tour student handled the situation.
> - k
>
> Sent from my iPhone
>
> On Oct 9, 2017, at 5:06 PM, Kevin Reed <ksreed@uoregon.edu> wrote:
>
> > FYI
> >
> > <image001.png>
> >
> > **Kevin S. Reed | Vice President and General Counsel**
> >
> > **Office of the General Counsel**
> >
> > 219 Johnson Hall | Eugene, OR 97403-1226
> >
> > (541) 346-3082 | ksreed@uoregon.edu
> >
> > generalcounsel.uoregon.edu
>
> ---
>
> **From:** Roger Thompson
> **Sent:** Monday, October 09, 2017 4:55 PM
> **To:** Senior Leadership Team <JWJ.DL.SeniorLeadershipTeam@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
> **Cc:** Steve Robinson <sr1@uoregon.edu>; Cora Bennett <corab@uoregon.edu>; Cathy Hagerty

<chagerty@uoregon.edu>
Subject: Fwd: Disruption on Campus Tour - Friday, October 6

Colleagues,

Good afternoon.

FYI---please see the note below from Cora.

Andre and Krista, Cora will be reaching out to both of you.

Thanks---

Roger

Sent from my iPhone

Begin forwarded message:

> **From:** Cora Bennett <corab@uoregon.edu>
> **Date:** October 9, 2017 at 3:50:15 PM PDT
> **To:** Roger Thompson <rjt@uoregon.edu>, Kris Winter <winterk@uoregon.edu>
> **Cc:** Steve Robinson <sr1@uoregon.edu>, Lauren Miller <lemiller@uoregon.edu>, Jett Nilprabhassorn <jettn@uoregon.edu>, Ambassador Program <ambass@uoregon.edu>
> **Subject: Disruption on Campus Tour - Friday, October 6**
>
> Roger and Kris,
>
> I've mentioned this to both of you briefly today but we had an incident during a campus tour led by one of our student Ambassadors. Here are the basics:
>
> - Just after the protest of the president's State of the University speech wrapped up, [redacted] (student Ambassador) was in the midst of giving a tour to a TRIO group from Boise State University
> - While standing with her group in front of The Pioneer, a passerby, who presented as a male student, stopped on the grass about 15-20 feet away from her and began yelling, mostly directed at her
> - [redacted] reported his body language was "very aggressive" and he yelled about the UO allowing Neo-Nazis onto campus, administrator salaries, President Schill, tuition increases, issues around the dining benefit change
> - [redacted] reported that the group was uncomfortable
> - He said she probably wouldn't talk to them about these real issues but would just feed them "a bunch of crap"; [redacted] thanked him for his perspective and told him she would talk to her group about these issues
> - She spoke to the group about how we value free speech and that our students are well known for the activism and engagement in campus matters; she also shared that this was a first-of-its-kind experience for her on a tour and she's been giving tours for two years

- She checked in to see if they were okay, if they had questions, and would like to discuss it more or move along; group said they were okay and were eager to move on
- She said many were quite shocked during the incident and expressed disbelief that anyone would yell at them on a tour; one student asked her if he should believe what she said or the student
- She told me she was also saddened that another student would take his anger at the UO out on a peer like that

[redacted] provided me with a brief physical description of the student and said she could likely identify him if she saw him again. I have reached out to Lauren and her team to craft a follow-up to the group to come from Roger or me. I also intend to file a report with Conduct and Community Standards so the incident is on record.

Cora Bennett

Director, Student Orientation Programs

1720 E. 13th Ave, Ste. 119 | Eugene, OR 97403

P:: 541-346-1142 | **F::** the 541-346-2822

E:: corab@uoregon.edu | **W::** orientation.uoregon.edu

<image003.jpg>

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UNIVERSITY OF OREGON

From: Andre Le Duc
Sent time: 10/06/2017 07:17:23 AM
To: Greg Stripp; Kris Winter
Cc: Krista Dillon; Chuck Triplett; Kevin Reed; Kevin Marbury
Subject: RE: DRAFT talking points for Chuck

Chuck,

I too agree with all edits and suggestions. Thank you for agreeing to do this and pulling the talking points together.

Best,

-Andre

Andre Le Duc | CRO – AVP
Safety and Risk Services
University of Oregon

Sent from mobile device
Please forgive typos & brevity
safety.uoregon.edu

From: Greg Stripp
Sent: Friday, October 6, 2017 6:07 AM
To: Kris Winter <winterk@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>; Chuck Triplett <clt@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>
Subject: Re: DRAFT talking points for Chuck

I agree on removing that specific sentence, but maintaining a statement conveying that disrupting a university event is a violation and could lead to student conduct proceedings

Sent from handheld device.

On Oct 5, 2017, at 10:43 PM, Kris Winter <winterk@uoregon.edu> wrote:

> I agree with Krista.
>
> Sent from my iPhone
>
> On Oct 5, 2017, at 9:51 PM, Krista Dillon <kristam@uoregon.edu> wrote:
>
> > Thanks Chuck,
> > My feedback would be to remove the "please do not attempt" sentence in the 5th bullet, but I'd certainly defer to others on that.
> > K

From: Chuck Triplett
Sent: Thursday, October 5, 2017 5:35 PM
To: Kris Winter <winterk@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>
Subject: DRAFT talking points for Chuck

All,

Please find the attached DRAFT talking points for me to engage the protest group in advance of the speech tomorrow. Feel free to edit vigorously.

Chuck

From: Chuck Triplett
Sent time: 10/05/2017 10:44:56 PM
To: Krista Dillon
Cc: Kris Winter; Kevin Reed; Kevin Marbury; Andre Le Duc; Greg Stripp
Subject: Re: DRAFT talking points for Chuck

Krista, et al.

Happy to make that change. Welcome other comments as well. Good night.

Sincerely,

Chuck Triplett

On Oct 5, 2017, at 9:51 PM, Krista Dillon <kristam@uoregon.edu> wrote:

> Thanks Chuck,
> My feedback would be to remove the "please do not attempt" sentence in the 5th bullet, but I'd certainly defer to others on that.
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Subject: DRAFT talking points for Chuck

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Chuck

From: Alice Cary <Alice.Cary@uopd.org>
Sent time: 10/05/2017 09:51:37 AM
To: Kris Winter; Krista Dillon; Shelly Kerr; Bryan Dearinger; Greg Stripp; Kyle Henley; Kevin Marbury
Cc: Matt Carmichael <Matt.Carmichael@uopd.org>; Andre Le Duc
Subject: RE: Facebook postings

1:00 is good, just let me know…

From: Kris Winter [mailto:winterk@uoregon.edu]
Sent: Thursday, October 5, 2017 9:50 AM
To: Krista Dillon <kristam@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>; Alice Cary <Alice.Cary@uopd.org>; Greg Stripp <stripp@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Cc: Matt Carmichael <Matt.Carmichael@uopd.org>; Andre Le Duc <leduc@uoregon.edu>
Subject: RE: Facebook postings

I'm in. Just let me know where to be.

-k.

From: Krista Dillon
Sent: Thursday, October 5, 2017 9:49 AM
To: Kris Winter <winterk@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>; Alice Cary <Alice.Cary@uopd.org>; Greg Stripp <stripp@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Cc: 'Chief Carmichael' <Matt.Carmichael@uopd.org>; Andre Le Duc <leduc@uoregon.edu>
Subject: RE: Facebook postings

Shooting for 1:00 pm. Looks like Greg could have 15 minutes then.
K

From: Kris Winter
Sent: Thursday, October 5, 2017 9:25 AM
To: Krista Dillon <kristam@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>; Alice Cary <Alice.Cary@uopd.org>; Greg Stripp <stripp@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Cc: 'Chief Carmichael' <Matt.Carmichael@uopd.org>; Andre Le Duc <leduc@uoregon.edu>
Subject: RE: Facebook postings

I can prioritize this to make myself available before 3pm.

I'm also free now until noon.

-k.

From: Krista Dillon
Sent: Thursday, October 5, 2017 9:21 AM
To: Kris Winter <winterk@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>; Alice Cary <Alice.Cary@uopd.org>; Greg Stripp <stripp@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
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Thanks!

K

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Cc: 'Chief Carmichael' <Matt.Carmichael@uopd.org>
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Thoughts?

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Associate Vice President for Student Life & Dean of Students

Office of the Dean of Students

University of Oregon

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CW: military, death, white supremacy, nazis,

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Check the event page for more details. I hope to see you there.

In love and solidarity.

From: Alice Cary <Alice.Cary@uopd.org>
Sent time: 10/05/2017 09:28:51 AM
To: Krista Dillon; Kris Winter; Shelly Kerr; Bryan Dearinger; Greg Stripp; Kyle Henley; Kevin Marbury
Cc: Matt Carmichael <Matt.Carmichael@uopd.org>; Andre Le Duc
Subject: RE: Facebook postings

I am available between noon and 2:00, my field operations Sergeant could also assist.

From: Krista Dillon [mailto:kristam@uoregon.edu]
Sent: Thursday, October 5, 2017 9:27 AM
To: Kristen Winter <winterk@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>; Alice Cary <Alice.Cary@uopd.org>; Greg Stripp <stripp@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Cc: Matt Carmichael <Matt.Carmichael@uopd.org>; Andre Le Duc <leduc@uoregon.edu>
Subject: RE: Facebook postings

I can also be available until noon as well.

From: Kris Winter
Sent: Thursday, October 5, 2017 9:25 AM
To: Krista Dillon <kristam@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>; Alice Cary <Alice.Cary@uopd.org>; Greg Stripp <stripp@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
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In love and solidarity.

From: Matt Carmichael <Matt.Carmichael@uopd.org>
Sent time: 10/05/2017 08:57:39 AM
To: Krista Dillon
Subject: RE: Facebook postings

Good morning,

I will be meeting with Captain Cary this morning and I agree a BETA call is appropriate. It is noteworthy, his current posts while negative towards the president and he will disrupt the meeting tomorrow do not suggest violence. And his activity in the past as an activist has not included violence and has solely focused on activism within the constructs of the law.

Can you forward me a copy of the operations plan for tomorrow? Alice is not in yet.

Thank you

Chief Matthew Carmichael

Matthew E. Carmichael

Chief of Police

University of Oregon Police Department

Go Ducks!

Matt.carmichael@uopd.org

Office (541)346-8560

Cellular [redacted]

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From: Krista Dillon [mailto:kristam@uoregon.edu]
Sent: Thursday, October 5, 2017 8:53 AM
To: Kristen Winter <winterk@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>

Cc: Matt Carmichael <Matt.Carmichael@uopd.org>
Subject: RE: Facebook postings

Based on this, I think we need to move him onto the BETA radar. Kris, is he connected to the Veteran's Center at all? Could we work on some sort of outreach? Would that help?

K

From: Kris Winter
Sent: Thursday, October 5, 2017 8:31 AM
To: Krista Dillon <kristam@uoregon.edu>; Shelly Kerr <skerr@uoregon.edu>; Bryan Dearinger <bdearing@uoregon.edu>
Cc: 'Chief Carmichael' <Matt.Carmichael@uopd.org>
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Thank you Dean.

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Chief of Police

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From: Kyle Henley
Sent time: 10/04/2017 11:21:09 AM
To: Matt.Carmichael@uopd.org; Krista Dillon; Tobin Klinger; Matt Roberts; Andre Le Duc; Kevin Reed; Kassy Fisher; Greg Stripp; Kelly McIver <Kelly.McIver@uopd.org>
Subject: Re: Protest Planned

Right now we're thinking it would be Kevin Marbury. He, MHS, Greg and I to discuss later today.

Kyle Henley
Vice President, University Communications
O: 541.346.2329 M:
khenley@uoregon.edu

On 10/4/17, 11:17 AM, "Krista Dillon" <kristam@uoregon.edu> wrote:

>Quick question. I am using the Board protest plan as a template to draft
>up something for Friday. In the Board plan, he designate someone to be
>point on deciding when a script about disruptive behavior is read to
>someone disrupting the event. At Board meetings, that's Chuck Lillis or
>Angela. Who should have this role in this case? Greg?
>I plan to review the draft plan at the demonstration meeting today at 2.
>Thanks,
>Krista
>
>
>-----Original Message-----
>From: Tobin Klinger
>Sent: Wednesday, October 4, 2017 8:41 AM
>To: Matt Roberts <mroberts@uoregon.edu>; Andre Le Duc
><leduc@uoregon.edu>; Kyle Henley <khenley@uoregon.edu>; Krista Dillon
><kristam@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Kassy Fisher
><kmfisher@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>;
>Matt.Carmichael@uopd.org; Kelly McIver <Kelly.McIver@uopd.org>
>Subject: Protest Planned
>
>All,
>
>FYI. We should discuss.
>
>Thanks!
>
>Tobin

From: Kevin Reed <notifications@uoem.basecamphq.com>
Sent time: 10/05/2017 05:01:02 PM
To: Krista Dillon
Subject: Re: [Demonstration Coordination] Speech Protest Plan

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: UO-Student Life

Kevin Reed commented on the message:
Speech Protest Plan

Krista:

Can we please add Jessica to the Basecamp listserve: jgprice@uoregon.edu

[cid:4B9B6C3F-95CC-44A6-9B03-D592F3AE51E2]

Kevin S. Reed | Vice President and General Counsel
Office of the General Counsel
219 Johnson Hall | Eugene, OR 97403-1226
(541) 346-3082 | ksreed@uoregon.edu<mailto:ksreed@uoregon.edu>

generalcounsel.uoregon.edu<https://generalcounsel.uoregon.edu/>

image001.png
3.27 KB

This comment was sent to Alice Cary, Andre LeDuc, Becca Puleo, Cassandra Moseley, Chuck Triplett, Don Morris, Douglas Park , Greg Stripp, James Stegall, James Stegall, Jason Wade, Jessi Steward, Joe Pedrola, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kelly McIver, Kevin, Kevin Reed, Kris Winter, Krista Dillon, Kyle Henley, Laurie Woodward, Marcus Langford, Matt Carmichael, Matt Roberts, Melanie Muenzer, Phillip Carroll, Rick Haught, Simon Ditton, Tobin Klinger, and Zach Earl.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From:	Krista Dillon
Sent time:	04/17/2019 10:30:07 AM
To:	Cora Bennett
Subject:	Duck Days & Bargaining

Hi Cora,
I am reaching out to check in on Duck Days and SEIU and GTFF Bargaining and their potential demonstrations. Missy spoke to Roger and he said I should check in with you. I'd like to get an understanding of what the event footprint and schedule is for this Friday and next so that we can help minimize impact on your events. I have availability today after 12 pm if you have time to connect in person or on the phone.
K

Krista M. Dillon
Director of Operations
Direct: 541.346.3588 | Office: 541.346.8070 | kristam@uoregon.edu

Safety & Risk Services | http://safety.uoregon.edu
University of Oregon | http://www.uoregon.edu/
1260 | University of Oregon | Eugene, OR 97403-1260

This message is intended solely for the use of the individual and entity to whom it is addressed, and may contain information that is privileged, confidential, and exempt from disclosure under applicable state and federal laws. If you are not the addressee, or are not authorized to receive for the intended addressee, you are hereby notified that you may not use, copy, distribute, or disclose to anyone this message or the information contained herein. If you have received this message in error, immediately advise the sender by reply email and destroy this message.

From: Krista Dillon
Sent time: 04/18/2019 12:42:13 PM
To: Jennifer Clark
Subject: FW: CFD Draft Letter
Attachments: 2019-04-18_CascadiaForestDefenders_Safety-PolicyViolations_letter_FNL.docx

---

From: Andre Le Duc <leduc@uoregon.edu>
Sent: Thursday, April 18, 2019 11:17 AM
To: Steve Stuckmeyer <stuckmyr@uoregon.edu>; Jessica Price <jgprice@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Flo Hoskinson <flo@uoregon.edu>; Matthew Carmichael <mecarmic@uoregon.edu>
Subject: RE: CFD Draft Letter

Attached is the final version of the letter. Krista is checking to see how we can deliver it to them.

From: Steve Stuckmeyer <stuckmyr@uoregon.edu>
Sent: Thursday, April 18, 2019 9:04 AM
To: Jessica Price <jgprice@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Flo Hoskinson <flo@uoregon.edu>; Matthew Carmichael <mecarmic@uoregon.edu>
Subject: RE: CFD Draft Letter

I agree with all the content, but suggest that with all the additions it needs to come from SRS or VPFA. Most of the content has moved toward referencing policies that have much more to do with business operations, public safety or risk management, than with environmental health & safety.

-Steve

From: Jessica Price <jgprice@uoregon.edu>
Sent: Thursday, April 18, 2019 8:59 AM
To: Andre Le Duc <leduc@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Flo Hoskinson <flo@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Matthew Carmichael <mecarmic@uoregon.edu>
Subject: RE: CFD Draft Letter

[redacted]

From: Andre Le Duc <leduc@uoregon.edu>
Sent: Thursday, April 18, 2019 8:55 AM
To: Kevin Reed <ksreed@uoregon.edu>; Jessica Price <jgprice@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Flo Hoskinson <flo@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Matthew Carmichael <mecarmic@uoregon.edu>
Subject: RE: CFD Draft Letter

I like the suggestion, Jessica would you be willing to provide us a simple statement we can add to the letter to get at Kevin's point?

I am heading into a meeting but would like to finish the letter up by noon so we can deliver it via courier pigeon to the tree ☺

From: Kevin Reed <ksreed@uoregon.edu>
Sent: Thursday, April 18, 2019 8:08 AM
To: Jessica Price <jgprice@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Flo Hoskinson <flo@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Matthew Carmichael <mecarmic@uoregon.edu>
Subject: Re: CFD Draft Letter

[redacted]

UNIVERSITY OF OREGON

Kevin S. Reed | Vice President and General Counsel

Office of the General Counsel

219 Johnson Hall | Eugene, OR 97403-1226

(541) 346-3082 | ksreed@uoregon.edu

generalcounsel.uoregon.edu

From: Jessica Price <jgprice@uoregon.edu>
Date: Thursday, April 18, 2019 at 7:48 AM
To: Krista Dillon <kristam@uoregon.edu>, Andre Le Duc <leduc@uoregon.edu>, Flo Hoskinson <flo@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Steve Stuckmeyer <stuckmyr@uoregon.edu>, Matt Carmichael <mecarmic@uoregon.edu>
Subject: Re: CFD Draft Letter

[redacted].

From: Krista Dillon <kristam@uoregon.edu>
Date: Thursday, April 18, 2019 at 6:33 AM
To: Andre Le Duc <leduc@uoregon.edu>, Flo Hoskinson <flo@uoregon.edu>, Kevin Reed <ksreed@uoregon.edu>, Jessica Price <jgprice@uoregon.edu>, Steve Stuckmeyer <stuckmyr@uoregon.edu>, Matthew Carmichael <mecarmic@uoregon.edu>
Subject: Re: CFD Draft Letter

Looks good. I'd delete the insert amplified sound bullet.

K

Get Outlook for iOS

On Thu, Apr 18, 2019 at 5:11 AM -0700, "Andre Le Duc" <leduc@uoregon.edu> wrote:

> Attached is version 2 with a few edits.
>
> ---
>
> **Andre Le Duc | CRO – AVP**
>
> Safety and Risk Services
>
> University of Oregon
>
> Sent from mobile device
>
> Please forgive typos & brevity
>
> safety.uoregon.edu
>
> ---
>
> **From:** Flo Hoskinson <flo@uoregon.edu>
> **Sent:** Wednesday, April 17, 2019 9:35 PM
> **To:** Andre Le Duc <leduc@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Jessica Price <jgprice@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Matthew Carmichael <mecarmic@uoregon.edu>
> **Subject:** Re: CFD Draft Letter
>
> The link to amplified sound and no camping is embedded in the Facilities Scheduling policy: https://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-7-property-facilities-planning-sustainability-0
>
> Trees/outdoor spaces and camping must be reserved in advance and approved by UO Scheduling. "Overnight events are generally prohibited; exceptions must be expressly authorized in advance by UO Scheduling Manager" which is currently, Karen

Schneider.

I don't have a copy of the "Outdoor Amplified Sound Agreement" but EMU Scheduling should have it.

I recommend we refer them to EMU Scheduling in the future. "We would ask in the future, that you contact UO EMU Scheduling (https://scheduling.uoregon.edu/) to schedule reserveable space and adhere to all university policies and procedures."

There is also Eugene City Code 4.185 that prohibits camping on publically owned property but Doug told me we have taken the position that EC 4.185 does not apply to the UO as we do not want the City to regulate how we use our property for UO events.

_____

Policy provisions to Facilities Scheduling:

Facility: Refers to Facilities, including buildings and scheduled outdoor spaces, owned or operated by the university. Scheduling rules and regulations for specific Facilities may vary and must be followed.

- Sound policies may be found on the Outdoor Amplified Sound Agreement.
- Overnight events are generally prohibited; exceptions must be expressly authorized in advance by the University Scheduling Manager.
- At all times, any event approval is conditioned upon full compliance with all university policies and all reservation requirements. In order to ensure that an event is consistent with university policies, the university reserves the right to modify or cancel an event, to decide where an event will occur, to move the location of an event, and to take any other action necessary to ensure compliance with university policies and for no other reasons.

From: Andre Le Duc
Sent: Wednesday, April 17, 2019 8:25 PM
To: Kevin Reed; Jessica Price; Flo Hoskinson; Steve Stuckmeyer; Krista Dillon; Matthew Carmichael
Subject: CFD Draft Letter

Attached is a draft letter for Cascadia Forest Defenders. Kevin and Jessica please review and edit. We are open to any and all suggestions.

Thanks,

-Andre

Andre Le Duc | CRO – AVP

Safety and Risk Services

University of Oregon

Sent from mobile device

Please forgive typos & brevity

safety.uoregon.edu

2019-04-18_CascadiaForestDefenders_Safety-PolicyViolations_letter_FNL.docx

UNIVERSITY OF OREGON

May 5, 2022

Memorandum

To: Cascadia Forest Defenders

From: Safety and Risk Services

Re: April 15-17, 2019 Tree-sitting Protest Safety Concerns and Policy Violations

The University of Oregon goes to great lengths to support and ensure a safe working and educational environment for its students, faculty, and staff. The university must adhere to regulatory requirements for many areas of work at the university, and must apply prudent best practices to ensure the safety of the campus community. Cascadia Forest Defenders' April 2019 tree-sitting demonstration was not sanctioned, sponsored or supported by the UO, nor did the Cascadia Forest Defenders follow UO policies or procedures to ensure safety.

The University of Oregon values and supports free and open inquiry. However, the action that Cascadia Forest Defenders has taken by occupying a tree on university property raises a number of safety concerns including:

- Potential for a human being to fall from the platform resulting in death or serious injury
- Potential for dropped objects resulting in serious injury to bystanders or organizers
- Potential for damage to the structure of the tree - damage that may increase likelihood of future overhead falling object hazards

In addition to the safety concerns above, the actions of Cascadia Forest Defenders on April 15-17th, 2019 violated the following written and publicly posted university policies:

- For scheduling, the Facilities Scheduling policy: https://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-7-property-facilities-planning-sustainability-0 (requiring advance, written requests for scheduling non-academic use of University facilities)
- For scheduling, the UO Scheduling and Event Services, Current Procedures and Practices: https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/SES-Procedures-v1-8.10.18.pdf (describing restrictions on amplified sound and facilities scheduling requirements)

The actions of Cascadia Forest Defenders also violate university policies regarding student conduct and the campus visitors policy, including:

- UO Student Conduct Code: https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code

SAFETY AND RISK SERVICES

1260 University of Oregon, Eugene OR 97403-1260 T (541) 346-2021 F (541) 346-7008 **safety.uoregon.edu**

An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act

2019-04-18_CascadiaForestDefenders_Safety-PolicyViolations_letter_FNL.docx

- UO Campus Visitors Policy: https://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-5-public-safety-risk-services/campus-visitors (requiring visitors to abide by University rules)

Visitors and members of the campus community who fail to comply with University policies, rules or other applicable laws or regulations may be subject to the legal consequences of non-compliance such as student disciplinary action, arrest, and punishment for trespass and disorderly conduct. We would ask in the future, that Cascadia Forest Defenders contact UO EMU Scheduling (https://scheduling.uoregon.edu/) to schedule reservable space and adhere to all university policies and procedures.

From: James Stegall
Sent time: 10/24/2019 01:31:02 PM
To: Raymond Holguin
Cc: Matt Roberts; Krista Dillon
Subject: Covering White Nationalism Demonstration Plan
Attachments: DRAFT 10-29-19 UO-Portland White Nationalism_kd.docx

---

Hi Ray,

I just left you a long phone message explaining how the Campus Demonstration Team interacts with disruptive people at events and the role UOPD plays in that situation.

The attached document is the game plan for administrators present at the Covering White Nationalism Symposium coming up on 10/29. This document isn't meant for law enforcement, per se, but does need to be clear about what time an administrator would contact you as the LE on site.

There's language about your steps in the process that it would be helpful to clarify.

If you have any questions, please give me a call, or let me know a good time to call you.

If you can get this back to me with your notes as soon as possible, that would be great. We want to share with the admin as soon as we can.

Thanks,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

Covering White Nationalism – UO Portland Disruption Plan

Overview

Date and Time: 10/29/19, 9am – 3pm
Summary: The University of Oregon will host two panel discussions and several speakers on the third floor of the White Stag Building, UO-Portland Campus, on 10/29/19 from 9am to approximately 3pm.

The panels will consist of journalists from Vice, the Guardian, Huffington Post, Portland Mercury, Spokane Spokesman-Review and the Oregonian. Faculty from West Virginia College and the University of Oregon, as well as other scholars and authors will attend the event.

The event is invitation only, and attendees will be required to present their invitations for entry.

Security will be managed by Sgt. Ray Holguin of the University of Oregon Police Department.

Demonstration Team Staffing:

Event Leadership:

- Regina Lawrence (

Demonstration Team members on site:

- Matt Roberts (

Demonstration Team off site:

- James Stegall (
- Krista Dillon (

Communications Team

- Heidi Hiaasen (
- Kay Jarvis (

UOPD

- Sgt. Ray Holguin (
- CSO Jay Knoble (

General Event Safety Information

- UOPD Sgt. Ray Holguin, CSO Jay Noble and security officers from DePaul Security will provide area security for the event.
- Portland Police Bureau will be the responding agency, coordinated by Sgt. Holguin or 911.
- The event is ticketed and attendees must present a valid invitation to enter.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Matt Roberts will start the group text on Tuesday morning.

Disruption Plan

[redacted]

[redacted]

Actions and Script[1]

a. Demo Team Response:
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuing this activity may result in disciplinary and/or legal consequences."**
    4. Move to a safe distance that allows continued observation.
    5. Text the group asking for UOPD response to your location.

[redacted]

[1] This script is meant to serve a guidance and does not need to be used as a strict script. Demo Team members should use their best judgement on how to approach the conversation.

From: James Stegall
Sent time: 10/28/2019 04:24:18 PM
To: Matt Roberts; Krista Dillon; Jane Gordon; Regina Lawrence; Erika Berardi; Heidi Hiaasen; Kay Jarvis; Raymond Holguin
Cc: Matt Carmichael; Donald Morris <Donald.Morris@uopd.org>
Subject: Covering White Nationalism Demonstration Team Plan UO-Portland
Attachments: 10-29-19 UO-Portland Covering White Nationalism.docx

---

Hi Everyone,

Attached is the Demonstration Plan for the Covering White Nationalism Symposium on 10/29/19.

Please let me know any questions or concerns.

Thanks,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell: [redacted]
jstegall@uoregon.edu

Covering White Nationalism – UO Portland Disruption Plan

Overview

Date and Time: 10/29/19, 9am – 3pm
Summary: The University of Oregon will host two panel discussions and several speakers on the third floor of the White Stag Building, UO-Portland Campus, on 10/29/19 from 9am to approximately 3pm.

The panels will consist of journalists from Vice, the Guardian, Huffington Post, Portland Mercury, Spokane Spokesman-Review and the Oregonian. Faculty from West Virginia College and the University of Oregon, as well as other scholars and authors will attend the event.

The event is invitation only, and attendees will be required to present their invitations for entry.

Security will be managed by Sgt. Ray Holguin of the University of Oregon Police Department.

Demonstration Team Staffing:

Event Leadership:

- Regina Lawrence
- Erika Berardi

Demonstration Team members on site:

- Matt Roberts (

Demonstration Team off site:

- James Stegall (
- Krista Dillon (

UO-Portland Leadership

- Jane Gordon (

Communications Team

- Heidi Hiaasen (
- Kay Jarvis

UOPD

- Sgt. Ray Holguin (
- CSO Jay Noble

General Event Safety Information

- UOPD Sgt. Ray Holguin, CSO Jay Noble and security officers from DePaul Security will provide area security for the event.
- Portland Police Bureau will be the responding agency, coordinated by Sgt. Holguin or 911.
- The event is ticketed and attendees must present a valid invitation to enter.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Matt Roberts will start the group text on Tuesday morning.

Entry to the Event

[redacted]

Disruption Plan

[redacted]

During Registration:

[redacted]

During the Panels:

[redacted]

Actions and Script[1]

a. Demo Team Response:
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuing this activity may result in disciplinary and/or legal consequences."**

[redacted]

[1] This script is meant to serve as guidance and does not need to be used as a strict script. Demo Team members should use their best judgement on how to approach the conversation.

From: James Stegall
Sent time: 10/25/2019 01:57:24 PM
To: Regina Lawrence; Matt Roberts; Heidi Hiaasen; Kay Jarvis; Raymond Holguin
Cc: Evey Lennon; Jane Gordon; Krista Dillon
Subject: Demonstration Plan: Covering White Nationalism 10/29
Attachments: DRAFT 10-29-19 UO-Portland White Nationalism_kd.docx

---

Hi everyone,

Attached is the Draft Demonstration Team Plan for the Covering White Nationalism event at UO-Portland on 10/29.

Please review and let me know any questions or concerns.

Thanks,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

Covering White Nationalism – UO Portland Disruption Plan

Overview

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The event is invitation only, and attendees will be required to present their invitations for entry.

Security will be managed by Sgt. Ray Holguin of the University of Oregon Police Department.

Demonstration Team Staffing:

Event Leadership:

- Regina Lawrence

Demonstration Team members on site:

- Matt Roberts

Demonstration Team off site:

- James Stegall
- Krista Dillon

Communications Team

- Heidi Hiaasen
- Kay Jarvis (

UOPD

- Sgt. Ray Holguin
- CSO Jay Knoble

General Event Safety Information

- UOPD Sgt. Ray Holguin, CSO Jay Noble and security officers from DePaul Security will provide area security for the event.
- Portland Police Bureau will be the responding agency, coordinated by Sgt. Holguin or 911.
- The event is ticketed and attendees must present a valid invitation to enter.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Matt Roberts will start the group text on Tuesday morning.

Disruption Plan

[redacted]

[redacted]

Actions and Script[1]

a. Demo Team Response:
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuing this activity may result in disciplinary and/or legal consequences."**

[redacted]

[1] This script is meant to serve a guidance and does not need to be used as a strict script. Demo Team members should use their best judgement on how to approach the conversation.

From:	Krista Dillon
Sent time:	10/24/2019 11:48:07 AM
To:	Matt Roberts; Kassy Fisher; Greg Stripp; Kevin Marbury
Cc:	Andre Le Duc
Subject:	Disruption Plan for Friday
Attachments:	Pres Speech Joint Boards Disruption Plan 102319.docx

Hello,
Attached is the brief disruption plan for Friday. Matt Roberts, Kassy and I will be on site to help from the demo team perspective. I'll start a group text around 11:30. We are keeping this plan simple and not looping in the full demo team, just those on this email thread.
Thanks,
Krista

UNIVERSITY OF OREGON

Krista M. Dillon | Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu
(C) (

2019 Board Summit Lunch Disruption Plan

Date and Time: Friday, 10/25/19 12:00 pm – 1:00 pm
Summary: The President is addressing all the campus Boards at an invitation only lunch in the EMU Ballroom. Demonstration Team and Advancement staff will monitor to ensure that only invited guests enter the Ballroom.

Demonstration Team Staffing:

Event Leadership:

- Kevin Marbury
- Greg Stripp

Demonstration Team members on site:

- Krista Dillon
- Kassy Fisher
- Matt Roberts (

General Event Safety Information

- Police Officers are available through (541) 346-2919 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Krista Dillon will start the group text on Friday morning.

Demonstrations/Protests Throughout the Event

[redacted]

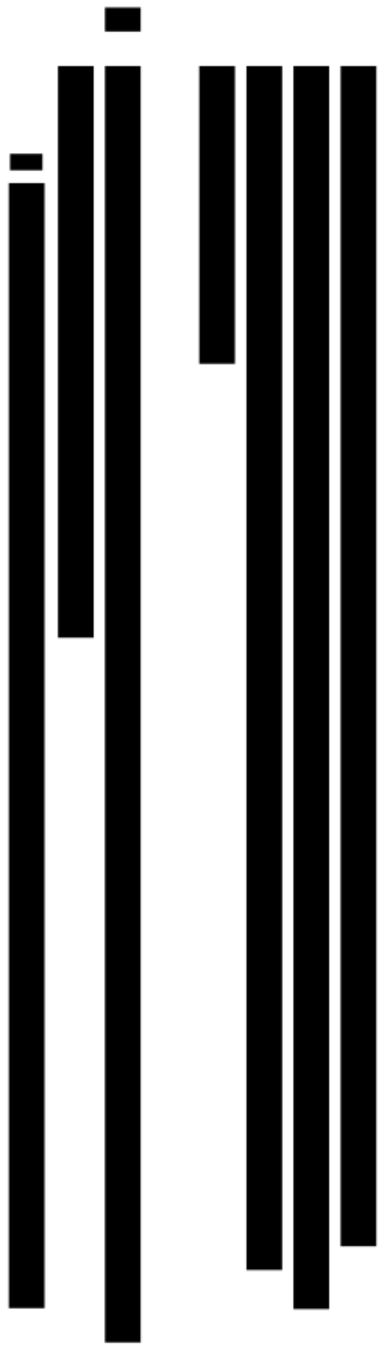
Demo Team Actions and Script:

a. Demo Team Response to Attempts to Enter:
    1. **"Hello, this event is an invitation only lunch for campus board members. Can I help check you in?"**
b. Demo Team Response to Disruption inside the Ballroom. [redacted]
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuation of this activity may result in disciplinary and/or legal consequences."**

[redacted]

Ceremony Disruptions

[redacted]



From:	Krista Dillon
Sent time:	10/23/2019 04:33:51 PM
To:	Matt Roberts
Cc:	Andre Le Duc
Subject:	Draft plan
Attachments:	Pres Speech Joint Boards Disruption Plan 102319.docx

Matt,
Here is a quick plan based on what we did in 2017. For some reason, our plan for 17 didn't include kevin's actual script. I think Kyle's shop developed it. Can you take a quick look at this? If its ok, can we see about running it passed Greg, Kevin and Kyle, maybe Kevin R? I'm checking with Kassy about Friday, haven't heard back on whether or not she can be available.
Thanks,
K

UNIVERSITY OF OREGON

Krista M. Dillon | Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu
(C) (

2019 Board Summit Lunch Disruption Plan

Date and Time: Friday, 10/25/19 12:00 pm – 1:00 pm
Summary: The President is addressing all the campus Boards at an invitation only lunch in the EMU Ballroom. Demonstration Team and Advancement staff will monitor to ensure that only invited guests enter the Ballroom.

Demonstration Team Staffing:

Event Leadership:

- Kevin Marbury
- Greg Stripp
- Kyle Henley

Demonstration Team members on site:

- Krista Dillon
- Kassy Fisher
- Matt Roberts

General Event Safety Information

- Police Officers are available through (541) 346-2919 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Krista Dillon will start the group text on Friday morning.

Demonstrations/Protests Throughout the Event

[redacted]

Demo Team Actions and Script:

a. Demo Team Response to Attempts to Enter:
    1. **"Hello, this event is an invitation only lunch for campus board members. Can I help check you in?"**
b. Demo Team Response to Disruption inside the Ballroom. [redacted]
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuation of this activity may result in disciplinary and/or legal consequences."**

[redacted]

Ceremony Disruptions

[redacted]

From: Krista Dillon
Sent time: 10/30/2019 11:01:36 AM
To: Rick Haught; Kassy Fisher; Chuck Triplett; Jessica Price; Molly Blancett; Jessi Steward; Donald Morris <Donald.Morris@uopd.org>
Cc: Kevin Reed
Subject: Draft Turning Point Demo Plan 103019
Attachments: Turning Point Demo Plan 103019.docx

Hello,
Thank you all for completing the Doodle poll for next week. I've put together a draft plan along with staffing based on your availability. Please review and let me know if you have questions or suggestion on the draft. If this looks good, I will post to main Demo Basecamp on Monday.
Thanks,
Krista

2019 Turning Point Event Demo Plan

Date and Time: Wednesday, 11/06/19 12:30 pm – 3:00 pm at the EMU Green and then 6:00 – 8:20 pm in Lillis 112.

Summary: Turning Point USA has a tabling event on the EMU green during the day and then an activity titled Fighting "Fascism" in Lillis 112 in the evening. Last year, opposing groups made arrangements to set up tables nearby. This is a possibility this year, though that was not confirmed at the time this plan was developed.

Demonstration Team Staffing:

Demonstration Team members on site:

- EMU Green Event
  - 12:00 pm – 1:00 pm
    - Rick Haught
    - Kassy Fisher
  - 1:00 pm – 2:00 pm
    - Krista Dillon
    - Chuck Triplett
  - 2:00 pm – 3:00 pm
    - Jessica Price
    - Molly Blancett
- Lillis 112 Event
  - 6:00 pm – 7:00 pm
    - Jessi Steward
    - Don Morris

General Event Safety Information

- Police Officers are available through (541) 346-2919 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Group Notification

Basecamp will be used to communicate within the demonstration group.

Krista Dillon will start a message thread in Basecamp on Wednesday morning. Team members can reply to post updates.

Demonstrations/Protests at Tabling Event

[redacted]

[redacted]

Sound Production Guidelines

Find an event organizer who is not in the moment using amplified sound. Talk to them about the guidelines for amplified sound.

Hi, I'm (state your name) and title.

I want to let you know the use of amplified sound or sound production is considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. I am asking you to stop using amplified sound or sound production immediately.

Wait a moment.

I just informed you who I am and how your amplified sound or sound production is a disruption. You have not complied with my reasonable directive as a university official. You need to cease use of amplified sound immediately. Continuation of this activity may result in disciplinary and/or legal consequences.

Wait a moment

I have advised you of the policy and asked you to stop, you have failed to comply with my reasonable directive. I am going to document this for potential disciplinary and/or legal consequences. I am going to document your failure to comply with my request.

Demo Team member should document in writing the following and post to the Basecamp thread on the event:

- Date/Time
- Person you interacted with including name if known
- What you asked of them and their response.

Response when asked why this is being enforced now..

- The University respects everyone's rights to speak, but we also need to balance that with the limiting disruptions to our academic, research and administrative functions.
- Similar to other campuses around the country, the University has seen a significant increase in disruptive activities since 2017. We are now at a point, where we need to take action to limit these disruptions.
- The university needs to apply these standards consistently no matter what group or what the message is.

Classroom Event Disruptions

[redacted]

From: Krista Dillon
Sent time: 10/24/2019 12:21:23 PM
To: Matt Carmichael; Donald Morris <Donald.Morris@uopd.org>
Subject: FW: Disruption Plan for Friday
Attachments: Pres Speech Joint Boards Disruption Plan 102319.docx

---

FYI.. We put together a simple plan for Joint Board meeting tomorrow. President is speaking. We aren't sharing broadly with demo team, but wanted you both to be aware.
K

From: Krista Dillon
Sent: Thursday, October 24, 2019 11:48 AM
To: Matt Roberts <mroberts@uoregon.edu>; Kassy Fisher <kmfisher@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>
Cc: Andre Le Duc (leduc@uoregon.edu) <leduc@uoregon.edu>
Subject: Disruption Plan for Friday

Hello,
Attached is the brief disruption plan for Friday. Matt Roberts, Kassy and I will be on site to help from the demo team perspective. I'll start a group text around 11:30. We are keeping this plan simple and not looping in the full demo team, just those on this email thread.
Thanks,
Krista

UNIVERSITY OF OREGON

Krista M. Dillon | Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu
(C) [redacted]

2019 Board Summit Lunch Disruption Plan

Date and Time: Friday, 10/25/19 12:00 pm – 1:00 pm
Summary: The President is addressing all the campus Boards at an invitation only lunch in the EMU Ballroom. Demonstration Team and Advancement staff will monitor to ensure that only invited guests enter the Ballroom.

Demonstration Team Staffing:

Event Leadership:

- Kevin Marbury
- Greg Stripp

Demonstration Team members on site:

- Krista Dillon
- Kassy Fisher
- Matt Roberts

General Event Safety Information

- Police Officers are available through (541) 346-2919 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Krista Dillon will start the group text on Friday morning.

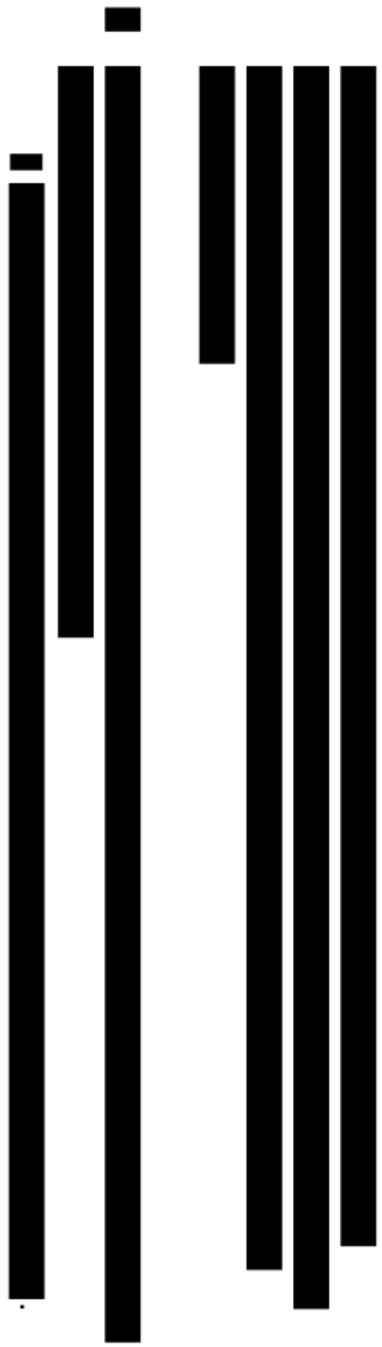
Demonstrations/Protests Throughout the Event

a. Demo Team Response to Attempts to Enter:
    1. **"Hello, this event is an invitation only lunch for campus board members. Can I help check you in?"**
b. Demo Team Response to Disruption inside the Ballroom. [redacted]
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuation of this activity may result in disciplinary and/or legal consequences."**

[redacted]

Ceremony Disruptions

[redacted]



From:	James Stegall
Sent time:	10/24/2019 08:39:38 AM
To:	Krista Dillon
Subject:	FW: Draft Demonstration Plan for Covering White Nationalism
Attachments:	DRAFT 10-29-19 UO-Portland White Nationalism.docx

Here's the draft demo team plan for 10/29 in case it got lost before.

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell: [redacted]
jstegall@uoregon.edu

From: James Stegall
Sent: Monday, October 21, 2019 3:55 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: Draft Demonstration Plan for Covering White Nationalism

Hi Krista

Attached is the draft Demo Team plan with scripts updated for the panel discussion. Based on Matt's info, I inserted Regina Lawrence (SOJC) as the leadership on site to make announcements during a disruption of a talk or panel.

I verified with Heidi Hiaasen that she will be the Communications Representative on site.

Please let me know any changes or additions.

Thanks,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell: [redacted]
jstegall@uoregon.edu

Covering White Nationalism – UO Portland Disruption Plan

Overview

Date and Time: 10/29/19, 9am – 3pm
Summary: The University of Oregon will host two panel discussions and several speakers on the third floor of the White Stag Building, UO-Portland Campus, on 10/29/19 from 9am to approximately 3pm.

The panels will consist of journalists from Vice, the Guardian, Huffington Post, Portland Mercury, Spokane Spokesman-Review and the Oregonian. Faculty from West Virginia College and the University of Oregon, as well as other scholars and authors will attend the event.

The event is invitation only, and attendees will be required to present their invitations for entry.

Security will be managed by Sgt. Ray Holguin of the University of Oregon Police Department.

Demonstration Team Staffing:

Event Leadership:

- Regina Lawrence

Demonstration Team members on site:

- Matt Roberts [redacted]

Demonstration Team off site:

- James Stegall
- Krista Dillon [redacted]

Communications Team

- Heidi Hiaasen
- Kay Jarvis [redacted]

UOPD

- Sgt. Ray Holguin
- CSO Jay Knoble [redacted]

General Event Safety Information

- UOPD Sgt. Ray Holguin, CSO Jay Noble and security officers from DePaul Security will provide area security for the event.
- Portland Police Bureau will be the responding agency, coordinated by Sgt. Holguin or 911.
- The event is ticketed and attendees must present a valid invitation to enter.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Matt Roberts will start the group text on Tuesday morning.

Disruption Plan

[redacted]

[redacted]

Actions and Script

a. Demo Team Response:
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuing this activity may result in disciplinary and/or legal consequences."**

[redacted]

From: Kassy Fisher
Sent time: 10/24/2019 12:30:14 PM
To: Krista Dillon
Subject: FW: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

---

Are drums allowed? I thought not. The rally is over by Lillis. I can hear it clearly from my desk. It's super loud. What to do? Anything?

Kassy

From: Kassy Fisher
Sent: Thursday, October 24, 2019 12:01 PM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

FYI. Small march of GEs eastward down E. 13th Ave toward EMU. Drums, signs. Maybe 15 people.

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 11:57 AM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Cc: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

I have reminded one of the event organizers to not bring sticks inside building, block egress or use amplified sound.

Molly's confirmed she's in Johnson Hall and available for media.

Kassy

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 11:51 AM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Cc: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

There appears to be media on site. Can someone from Communications check in with them if that's our standard process?

GEs are arriving also.

Kassy

From: Krista Dillon <notifications@uoem.basecamphq.com>
Sent: Thursday, October 17, 2019 1:38 PM
To: Kassy Fisher <kmfisher@uoregon.edu>
Subject: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: VECC (Virtual Emergency Coordination Center)

Krista Dillon posted a new message:

GTFF Rally Friday @ 12 Johnson Hall

FYI...

https://www.facebook.com/events/435546057078636/

This message was sent to Adam Lillengreen, Andre LeDuc, Andre Moran, Angela Wilhelms, Anna Schmidt, Becky Girvan, Bo Macovis, Bryan Dearinger, Cassandra Moseley, Chris Phillips, Chuck Triplett, Clark Hansen, Craig Ashford, Daphne Joubran, Deanna Heying, Debbie Sharp, Devon Shea, Don Morris, Douglas Park , Emily Halnon, Evey Lennon, Flo Hoskinson, Glen Kostiuk, Greg Ottoman, Greg Stripp, Hilary Gerdes, James McGladrey, James Stegall, Jared Davis, Jason Wade, Jennifer Clark, Jennifer Lindsey, Jennifer Winters, Jessi Steward, Jessica Price, Joe Pedrola, Jon Marchetta, Josh Nascimento, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kay Jarvis, Keith Frazee, Kelly Pembleton, Kelly Wolf, Ken Kato, Kevin Reed, Kris Winter, Krista Dillon, Kristyn Elton, Kyle Henley, Lauren Miller, Laurie Woodward, Layla Yarr, Lesli Larson, Lindsey Salfran, Mandy Chong, Marcus Langford, Matt Carmichael, Matt Roberts, Mike Eppli, Mike Harwood, Missy Matella, Molly Blancett, Mongoose UO, Peggie Kegel, Rick Haught, Scott Clark, Scott Geeting, Simon Ditton, Steve Barrett, Steve Stuckmeyer, Suzette Howard, Tony Saxman, UOPD CERC, Vicki Strand, Zach Earl, and Zack Barnett.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From: Regina Lawrence
Sent time: 10/28/2019 04:49:09 PM
To: James Stegall
Cc: Matt Roberts; Krista Dillon; Jane Gordon; Erika Berardi; Heidi Hiaasen; Kay Jarvis; Raymond Holguin; Matt Carmichael; Donald Morris <Donald.Morris@uopd.org>
Subject: Re: Covering White Nationalism Demonstration Team Plan UO-Portland

---

Thank you very much, James.

Sent from my iPhone

> On Oct 28, 2019, at 4:24 PM, James Stegall <jstegall@uoregon.edu> wrote:
>
> -257 ?
> Hi Everyone,
>
> Attached is the Demonstration Plan for the Covering White Nationalism Symposium on 10/29/19.
>
> Please let me know any questions or concerns.
>
> Thanks,
>
> James
>
> —
>
> <image001.png>
>
> **James Stegall, CPP, CSSP | Continuity and Emergency Manager**
> **Safety and Risk Services**
> 1260 University of Oregon | Eugene, OR 97403-1260
> Office: (541) 346-2939 | Cell:
> jstegall@uoregon.edu
>
> <10-29-19 UO-Portland Covering White Nationalism.docx>

From: Regina Lawrence
Sent time: 10/28/2019 08:33:29 AM
To: James Stegall
Cc: Matt Roberts; Heidi Hiaasen; Kay Jarvis; Raymond Holguin; Evey Lennon; Jane Gordon; Krista Dillon
Subject: Re: Demonstration Plan: Covering White Nationalism 10/29

Thank you James.

Sent from my iPhone

> On Oct 28, 2019, at 8:29 AM, James Stegall <jstegall@uoregon.edu> wrote:

>

From: Regina Lawrence
Sent time: 10/28/2019 08:27:50 AM
To: James Stegall
Cc: Matt Roberts; Heidi Hiaasen; Kay Jarvis; Raymond Holguin; Evey Lennon; Jane Gordon; Krista Dillon
Subject: Re: Demonstration Plan: Covering White Nationalism 10/29

Thank you all for drawing up this plan.

It's hard to know what to anticipate of course, but hopefully we won't have to use any of this.

I think a more likely scenario is someone wanting to come in without an invitation. Can we have a written plan on how to deal with that scenario, particularly if they become agitated?

Sent from my iPhone

> On Oct 25, 2019, at 1:57 PM, James Stegall <jstegall@uoregon.edu> wrote:
>
> -257 ?
> Hi everyone,
>
> Attached is the Draft Demonstration Team Plan for the Covering White Nationalism event at UO-Portland on 10/29.
>
> Please review and let me know any questions or concerns.
>
> Thanks,
>
> James
>
> —
>
> <image001.png>
>
> **James Stegall, CPP, CSSP | Continuity and Emergency Manager**
> **Safety and Risk Services**
> 1260 University of Oregon | Eugene, OR 97403-1260
> Office: (541) 346-2939 | Cell: [redacted]
> jstegall@uoregon.edu
>
> <DRAFT 10-29-19 UO-Portland White Nationalism_kd.docx>

From: James Stegall
Sent time: 10/28/2019 08:27:59 AM
To: Regina Lawrence; Matt Roberts; Heidi Hiaasen; Kay Jarvis; Raymond Holguin
Cc: Krista Dillon
Subject: RE: Demonstration Plan: Covering White Nationalism 10/29
Attachments: DRAFT 10-29-19 UO-Portland White Nationalism_kd.docx

---

Hi everyone,

Just checking in if you had any notes on this Demonstration Plan. Please get back to me by 1pm today.

Thank you,

James

—

UNIVERSITY OF OREGON
James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

From: James Stegall
Sent: Friday, October 25, 2019 1:57 PM
To: Regina Lawrence <rgl@uoregon.edu>; Matt Roberts <mroberts@uoregon.edu>; Heidi Hiaasen <heidih@uoregon.edu>; Kay Jarvis <kdjarvis@uoregon.edu>; Raymond Holguin <rholguin@uoregon.edu>
Cc: Evey Lennon <evey@uoregon.edu>; Jane Gordon <jgordon@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Subject: Demonstration Plan: Covering White Nationalism 10/29

Hi everyone,

Attached is the Draft Demonstration Team Plan for the Covering White Nationalism event at UO-Portland on 10/29.

Please review and let me know any questions or concerns.

Thanks,

James

—

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Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

Covering White Nationalism – UO Portland Disruption Plan

Overview

Date and Time: 10/29/19, 9am – 3pm
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The event is invitation only, and attendees will be required to present their invitations for entry.

Security will be managed by Sgt. Ray Holguin of the University of Oregon Police Department.

Demonstration Team Staffing:

Event Leadership:

- Regina Lawrence

Demonstration Team members on site:

- Matt Roberts (

Demonstration Team off site:

- James Stegall
- Krista Dillon

Communications Team

- Heidi Hiaasen
- Kay Jarvis

UOPD

- Sgt. Ray Holguin (
- CSO Jay Knoble (

General Event Safety Information

- UOPD Sgt. Ray Holguin, CSO Jay Noble and security officers from DePaul Security will provide area security for the event.
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- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Matt Roberts will start the group text on Tuesday morning.

Disruption Plan

[redacted]

[redacted]

Actions and Script[1]

a. Demo Team Response:
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuing this activity may result in disciplinary and/or legal consequences."**

[redacted]

[1] This script is meant to serve a guidance and does not need to be used as a strict script. Demo Team members should use their best judgement on how to approach the conversation.

From: Heidi Hiaasen
Sent time: 10/28/2019 09:29:54 AM
To: James Stegall; Regina Lawrence; Matt Roberts; Kay Jarvis; Raymond Holguin
Cc: Krista Dillon
Subject: Re: Demonstration Plan: Covering White Nationalism 10/29

Thanks James. I have no additions or questions.

Heidi

From: James Stegall <jstegall@uoregon.edu>
Date: Monday, October 28, 2019 at 8:28 AM
To: Regina Lawrence <rgl@uoregon.edu>, Matt Roberts <mroberts@uoregon.edu>, Heidi Hiaasen <heidih@uoregon.edu>, Kay Jarvis <kdjarvis@uoregon.edu>, Raymond Holguin <rholguin@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: RE: Demonstration Plan: Covering White Nationalism 10/29

Hi everyone,

Just checking in if you had any notes on this Demonstration Plan. Please get back to me by 1pm today.

Thank you,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

From: James Stegall
Sent: Friday, October 25, 2019 1:57 PM
To: Regina Lawrence <rgl@uoregon.edu>; Matt Roberts <mroberts@uoregon.edu>; Heidi Hiaasen <heidih@uoregon.edu>; Kay Jarvis <kdjarvis@uoregon.edu>; Raymond Holguin <rholguin@uoregon.edu>
Cc: Evey Lennon <evey@uoregon.edu>; Jane Gordon <jgordon@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Subject: Demonstration Plan: Covering White Nationalism 10/29

Hi everyone,

Attached is the Draft Demonstration Team Plan for the Covering White Nationalism event at UO-Portland on 10/29.

Please review and let me know any questions or concerns.

Thanks,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

From: Jane Gordon
Sent time: 10/25/2019 03:46:55 PM
To: James Stegall; Regina Lawrence; Matt Roberts; Heidi Hiaasen; Kay Jarvis; Raymond Holguin
Cc: Evey Lennon; Krista Dillon
Subject: Re: Demonstration Plan: Covering White Nationalism 10/29

Thanks, James. Looks good to me. I will be in Eugene on the 29th but would like to be on the call list (Matt, you have my number).

I look forward to hearing whether Regina feels that this gives her enough language for various scenarios.

Also, I note that folks need an invite, are they also supposed to have id?

Thanks again,

Jane

Jane Gordon
Vice Provost for Portland
Office of Academic Affairs and Administration
University of Oregon
70 NW Couch Street
Portland, OR 97209
[redacted]

From: James Stegall <jstegall@uoregon.edu>
Date: Friday, October 25, 2019 at 1:57 PM
To: Regina Lawrence <rgl@uoregon.edu>, Matt Roberts <mroberts@uoregon.edu>, Heidi Hiaasen <heidih@uoregon.edu>, Kay Jarvis <kdjarvis@uoregon.edu>, Raymond Holguin <rholguin@uoregon.edu>
Cc: Evey Lennon <evey@uoregon.edu>, Jane Gordon <jgordon@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>
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Thanks,

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Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell: [redacted]
jstegall@uoregon.edu

From: James Stegall
Sent time: 10/28/2019 08:29:17 AM
To: Regina Lawrence
Cc: Matt Roberts; Heidi Hiaasen; Kay Jarvis; Raymond Holguin; Evey Lennon; Jane Gordon; Krista Dillon
Subject: RE: Demonstration Plan: Covering White Nationalism 10/29

Hi Regina,

Sorry, I think I hit send on my other email right as yours came in.

I'll add a section about dealing with someone who does not have a ticket.

Thanks,

James

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

From: Regina Lawrence <rgl@uoregon.edu>
Sent: Monday, October 28, 2019 8:28 AM
To: James Stegall <jstegall@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Heidi Hiaasen <heidih@uoregon.edu>; Kay Jarvis <kdjarvis@uoregon.edu>; Raymond Holguin <rholguin@uoregon.edu>; Evey Lennon <evey@uoregon.edu>; Jane Gordon <jgordon@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Subject: Re: Demonstration Plan: Covering White Nationalism 10/29

Thank you all for drawing up this plan.

It's hard to know what to anticipate of course, but hopefully we won't have to use any of this.

I think a more likely scenario is someone wanting to come in without an invitation. Can we have a written plan on how to deal with that scenario, particularly if they become agitated?

Sent from my iPhone

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>
> James
>
> —
>
> <image001.png>

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

<DRAFT 10-29-19 UO-Portland White Nationalism_kd.docx>

From: Krista Dillon
Sent time: 10/24/2019 09:20:51 AM
To: Matt Roberts
Cc: Andre Le Duc
Subject: RE: Draft plan
Attachments: Pres Speech Joint Boards Disruption Plan 102319.docx

---

Here is the update. I removed Kyle. Is Kevin M on board? If so, I can share with just those listed.
K

From: Matt Roberts <mroberts@uoregon.edu>
Sent: Wednesday, October 23, 2019 9:40 PM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Andre Le Duc <leduc@uoregon.edu>
Subject: Re: Draft plan

Greg Stripp will make the call if the president needs to exit the stage. Take Kyle off the plan, not sure he'll be there.

Matt

Sent from my iPad

> On Oct 23, 2019, at 4:33 PM, Krista Dillon <kristam@uoregon.edu> wrote:
>
> -257 ?
> Matt,
> Here is a quick plan based on what we did in 2017. For some reason, our plan for 17 didn't include kevin's actual script. I think Kyle's shop developed it. Can you take a quick look at this? If its ok, can we see about running it passed Greg, Kevin and Kyle, maybe Kevin R? I'm checking with Kassy about Friday, haven't heard back on whether or not she can be available.
> Thanks,
> K

<image001.png>

Krista M. Dillon | Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu
(C) (

<Pres Speech Joint Boards Disruption Plan 102319.docx>

2019 Board Summit Lunch Disruption Plan

Date and Time: Friday, 10/25/19 12:00 pm – 1:00 pm
Summary: The President is addressing all the campus Boards at an invitation only lunch in the EMU Ballroom. Demonstration Team and Advancement staff will monitor to ensure that only invited guests enter the Ballroom.

Demonstration Team Staffing:

Event Leadership:

- Kevin Marbury
- Greg Stripp

Demonstration Team members on site:

- Krista Dillon
- Kassy Fisher
- Matt Roberts

General Event Safety Information

- Police Officers are available through (541) 346-2919 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Krista Dillon will start the group text on Friday morning.

Demonstrations/Protests Throughout the Event

a. Demo Team Response to Attempts to Enter:
    1. **"Hello, this event is an invitation only lunch for campus board members. Can I help check you in?"**
b. Demo Team Response to Disruption inside the Ballroom. [redacted]
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuation of this activity may result in disciplinary and/or legal consequences."**

[redacted]

Ceremony Disruptions

[redacted]

From: Krista Dillon
Sent time: 10/28/2019 03:51:32 PM
To: James Stegall
Subject: RE: Registration Table Verbiage for UO-Portland

I'm not sure if the first two lines are needed or how they'd be used. I'd also change wording from registration personnel to event personnel.

Are Ray and Regina comfortable with part f and removing/citing someone?
K

From: James Stegall <jstegall@uoregon.edu>
Sent: Monday, October 28, 2019 3:47 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: Registration Table Verbiage for UO-Portland

Hi Krista,

Does this make sense to you?

During Registration:

Registration personnel will explain the rules of the event to attendees. They should begin explanations of increased security as

"For the safety of the event and everyone attending, we are asking guests to…"

If members of the Demonstration Team observe someone who does not appear to have a ticket or is not listed on the guest list, they should approach the registration desk and observe.

If registration personnel explain to a member of the public that the event is ticketed and closed the public, and the person insists on entering, a member of the Demonstration Team should:

a. Notify the text group,
b. If you feel safe doing so, approach the person causing the disruption
c. Introduce yourself and explain why you approached
d. Direct the person away from the registration table
e. Explain this is a ticketed event and closed to the public
f. If members of the public refuse to leave, it will be considered criminal trespass.

Members of UOPD will be in the area and will approach as necessary.

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

From Kevin Reed
Sent time 10/28/2019 05:16:31 PM
To Rick Haught
Cc Krista Dillon; Jessica Price
Subject RE: Turning Point Event



UNIVERSITY OF OREGON

Kevin S. Reed | Vice President and General Counsel

Office of the General Counsel

219 Johnson Hall | Eugene, OR 97403-1226

(541) 346-3082 | ksreed@uoregon.edu <mailto:ksreed@uoregon.edu>

generalcounsel.uoregon.edu <https://generalcounsel.uoregon edu/>

From: Rick Haught
Sent: Monday, October 28, 2019 5:08 PM
To: Kevin Reed <ksreed@uoregon.edu>
Cc Krista Dillon <kristam@uoregon.edu>
Subject: Turning Point Event

Kevin -

Just a heads up that Turning Point USA has scheduled the EMU Green for an event on 11/6 from 12:30-3:00pm, and then in Lillis 112 from 6:00-8:20pm. Theyve titled the event Fighting Fascism. They provided the quotation marks around Fascism. They have requested a single 10x10 canopy, 1 table and 3 chairs. The request indicates that they are bringing Youtubers to do a Q and A video.

On its face, this does not send up any significant red flags. History, however, says that this is inviting controversy, so I have copied Krista here in case the demonstration team needs to convene.

Rick

Rick Haught

Erb Memorial Union Associate Director, Operations

Director, UO Scheduling & Event Services

University of Oregon

rickh@uoregon.edu <mailto:rickh@uoregon.edu>

541-346-7980



From: Krista Dillon
Sent time: 10/28/2019 07:40:28 PM
To: Kevin Reed; Rick Haught
Cc: Jessica Price
Subject: RE: Turning Point Event

We can spin up a demo team plan on this one.
K

_____

From: Kevin Reed <ksreed@uoregon.edu>
Sent: Monday, October 28, 2019 5:17 PM
To: Rick Haught <rickh@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>; Jessica Price <jgprice@uoregon.edu>
Subject: RE: Turning Point Event

<< OLE Object: Picture (Device Independent Bitmap) >>

Kevin S. Reed | Vice President and General Counsel

Office of the General Counsel

219 Johnson Hall | Eugene, OR 97403-1226

(541) 346-3082 | ksreed@uoregon.edu <mailto:ksreed@uoregon.edu>

generalcounsel.uoregon.edu <https://generalcounsel.uoregon.edu/>

From: Rick Haught
Sent: Monday, October 28, 2019 5:08 PM
To: Kevin Reed <ksreed@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Turning Point Event

Kevin -

Just a heads up that Turning Point USA has scheduled the EMU Green for an event on 11/6 from 12:30-3:00pm, and then in Lillis 112 from 6:00-8:20pm. Theyve titled the event Fighting Fascism. They provided the quotation marks around Fascism. They have requested a single 10x10 canopy, 1 table and 3 chairs. The request indicates that they are bringing Youtubers to do a Q and A video.

On its face, this does not send up any significant red flags. History, however, says that this is inviting controversy, so I have copied Krista here in case the demonstration team needs to convene.

Rick

Rick Haught

Erb Memorial Union Associate Director, Operations

Director, UO Scheduling & Event Services

University of Oregon

rickh@uoregon.edu <mailto:rickh@uoregon.edu>

541-346-7980

<< OLE Object: Picture (Device Independent Bitmap) >>

From: Leo Howell
Sent time: 10/24/2019 10:16:23 AM
To: Krista Dillon
Subject: RE: UO & ZeroFOX POC
Attachments: smime.p7m

---

o.k., I am going to proceed.

Leo

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403

UOSignature-3435-CGY11-4C

From: Krista Dillon <kristam@uoregon.edu>
Sent: Wednesday, October 23, 2019 4:13 PM
To: Leo Howell <lfhowell@uoregon.edu>
Subject: RE: UO & ZeroFOX POC

I think I can make that happen.
K

From: Leo Howell <lfhowell@uoregon.edu>
Sent: Wednesday, October 23, 2019 1:50 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: FW: UO & ZeroFOX POC

Think you and Jason will be available or should we come up with a new date for the POC?

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403

UOSignature-3435-CGY11-4C

From: Andre Le Duc <leduc@uoregon.edu>
Sent: Tuesday, October 22, 2019 12:53 PM
To: Leo Howell <lfhowell@uoregon.edu>
Subject: Fwd: UO & ZeroFOX POC

As you know we maybe managing a strike at the time that these are sessions are scheduled. I know it is not fun to schedule these types of things but wanted to give you a heads up. ☺Also, I will be out Nov 11 but hopefully Krista and Jason and cover our elements.

-Andre

Andre Le Duc | CRO – AVP

Safety and Risk Services

University of Oregon

Sent from mobile device

Please forgive typos & brevity

safety.uoregon.edu

---------- Forwarded message ----------
From: "**Andrew Long**" <along@zerofox.com>
Date: Tue, Oct 22, 2019 at 11:07 AM -0700
Subject: Re: UO & ZeroFOX POC
To: "Leo Howell" <lfhowell@uoregon.edu>
Cc: "Jennifer Winters" <jwinters@uoregon.edu>, "Andre Le Duc" <leduc@uoregon.edu>, "Krista Dillon" <kristam@uoregon.edu>, "Brittany Hadaway" <bhadaway@zerofox.com>, "Jose Dominguez" <jad@uoregon.edu>, "Matt Love" <mlove@uoregon.edu>, "Haylea Berry" <hberry@uoregon.edu>

Leo,

Thank you for your note. Understanding how busy your schedules are, what would be the most effective way to get the three meetings on the calendar?

- Kickoff, 11/4 [30 minutes]
- Check-In, 11/11 [60 minutes]
- Wrap Up, 11/18 [45 minutes]

For the meeting on 11/11 we would allocate 20 minutes for each department. This way each group only needs to be present for the portion dedicated to reviewing their data.

-Andrew

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m: 240.498.1602

ZeroFOX.com // @ZeroFOX

On Tue, Oct 22, 2019 at 11:13 AM Leo Howell <lfhowell@uoregon.edu> wrote:

> Andrew,
>
> This looks like a solid plan; looking forward to it.
>
> Leo
>
> ---
>
> **Leo F. Howell** | Chief Information Security Officer
>
> lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
> Computing Center
>
> 1212 University of Oregon | Eugene, OR 97403
>
> UOSignature-3435-CGY11-4C
>
> **From:** Andrew Long <along@zerofox.com>
> **Sent:** Monday, October 21, 2019 11:43 AM
> **To:** Leo Howell <lfhowell@uoregon.edu>
> **Cc:** Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Brittany Hadaway <bhadaway@zerofox.com>
> **Subject:** UO & ZeroFOX POC
>
> Oregon Team,
>
> Thank you for your patience. Our team spent last week reviewing our current POC commitments and developed a schedule that would meet the timing requirements for each one. We are slated to kick off our POC with you on Monday, November 4th. The information below outlines the schedule for the two week period. Please let me know if you have any questions or concerns.
>
> **Day 1 Agenda**
>
> - ZeroFOX POC Kickoff meeting – remote - 11/4/2019
> - Meet with business and technical decision-makers to reconfirm scope and success criteria

- Training Overview:
    - ZeroFOX will provide some user training for the primary technical contact
    - ZeroFOX alerting review
    - Document findings, results, and any issues encountered

Days 2-14 Agenda [11/4-11/18]

- Continue data collection and alerting
- ZeroFOX functional demonstration/knowledge transfer for business/technical users
    - Document findings, results, and any issues encountered
    - Include folks who will potentially have access to alerts, dashboards for day to day security operations
- Conduct Weekly meetings every [Andrew L. to confirm date with team] for questions/comments/concerns

Wrap Up Meeting - Agenda

- ZeroFOX Wrap Up Meeting - **11/18/2019**
- Generate POC reports from the native reports within the platform
- Present results from the Proof of Concept
- Review findings and evaluation acceptance
- Formally agree whether success criteria were met
- Reconfirm next steps in decision and purchase process
- Discuss tentative dates for the implementation to begin
- Business, technical decision-makers, and influencers required

-Andrew

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m:

ZeroFOX.com // @ZeroFOX

On Mon, Oct 14, 2019 at 6:48 PM Andrew Long <along@zerofox.com> wrote:

> Leo & Team,
>
> Thank you for sharing. We will review in the morning and let you know if we need clarity on any details.
>
> -Andrew
>
> **Andrew Long**
> Commercial Account Executive
> ZeroFOX // Social Media & Digital Security
> along@zerofox.com // m:

ZeroFOX.com // @ZeroFOX

On Mon, Oct 14, 2019 at 2:56 PM Leo Howell <lfhowell@uoregon.edu> wrote:

> Andrew,
>
> Here goes… let me know if questions.
>
> Leo
>
> ---
>
> **Leo F. Howell** | Chief Information Security Officer
>
> lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
> Computing Center
>
> 1212 University of Oregon | Eugene, OR 97403
>
> UOSignature-3435-CGY11-4C
>
> ---
>
> **From:** Leo Howell
> **Sent:** Wednesday, October 9, 2019 2:59 PM
> **To:** Andrew Long <along@zerofox.com>; Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
> **Cc:** Brittany Hadaway <bhadaway@zerofox.com>
> **Subject:** RE: ZeroFOX Entity Details
>
> We are meeting tomorrow to review, should be back in touch by end of week – early next week the latest.
>
> Leo
>
> ---
>
> **Leo F. Howell** | Chief Information Security Officer
>
> lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
> Computing Center
>
> 1212 University of Oregon | Eugene, OR 97403

UOSignature-3435-CGY11-4C

From: Andrew Long <along@zerofox.com>
Sent: Wednesday, October 9, 2019 7:46 AM
To: Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Leo Howell <lfhowell@uoregon.edu>
Cc: Brittany Hadaway <bhadaway@zerofox.com>
Subject: ZeroFOX Entity Details

Good morning Team,

I am hoping you can share your target date of completion for the entity spreadsheet. Please let us know if there are any questions or concerns that we can assist with.

Regards,
Andrew

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m:

ZeroFOX.com // @ZeroFOX

From: Krista Dillon
Sent time: 10/24/2019 12:29:11 PM
To: Matt Roberts; James Stegall
Subject: RE: update on CWN event
Attachments: DRAFT 10-29-19 UO-Portland White Nationalism_kd.docx

---

Hi Matt,
Here is the plan. James, thank you for pulling this together. Looks like we still need Regina's phone number, I highlighted that. I also footnoted the script portion to indicate it should be used as guidance and not necessarily a strict script based on a conversation I had with GC today. Once we get the phone number in, can one of you distribute it to all those listed?
Thanks,
Krista

From: Matt Roberts <mroberts@uoregon.edu>
Sent: Wednesday, October 23, 2019 9:41 PM
To: James Stegall <jstegall@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Re: update on CWN event

Is this ready to go to our Portland colleagues?

Matt

Sent from my iPad

> On Oct 21, 2019, at 10:52 AM, James Stegall <jstegall@uoregon.edu> wrote:
>
> -257 ?
> Hi Matt,
>
> Have we already looped in UOPD on the security planning side?
>
> —
>
> <image001.png>
>
> **James Stegall, CPP, CSSP | Continuity and Emergency Manager**
> **Safety and Risk Services**
> 1260 University of Oregon | Eugene, OR 97403-1260
> Office: (541) 346-2939 | Cell:
> jstegall@uoregon.edu
>
> ---
>
> **From:** Matt Roberts <mroberts@uoregon.edu>
> **Sent:** Monday, October 21, 2019 10:46 AM
> **To:** James Stegall <jstegall@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
> **Subject:** FW: update on CWN event
>
> Can you help create a plan for this event? Ray is out until next week. I will be present, as well as both Ray and Jay. Having this in the Turnbull Center is much better than in the big rooms downstairs. Happy to talk through the details if you have time.
>
> Matt
>
> ---
>
> **From:** Erika Berardi <evogt@uoregon.edu>
> **Sent:** Monday, October 21, 2019 10:38 AM
> **To:** Regina Lawrence <rgl@uoregon.edu>; Matt Roberts <mroberts@uoregon.edu>
> **Subject:** Re: update on CWN event

Absolutely.
Here is the RSVP list as of today. Including the organizers and panel speakers, we are at 54 RSVPs.

Cheers,
Erika

From: Regina Lawrence <rgl@uoregon.edu>
Date: Monday, October 21, 2019 at 7:39 AM
To: Erika Berardi <evogt@uoregon.edu>, Matt Roberts <mroberts@uoregon.edu>
Subject: update on CWN event

Hi Matt. Just checking in on final details for the Communicating about White Nationalism event next Tuesday Oct. 29th.

We now have 41 rsvp's. Erika when you have a moment today, could you please send a list of all who have rsvp'd?

That means we will definitely plan to hold the event on floor 3R rather than on the first floor of WSB.

We will be sending out an email to all the rsvp's today that will include a reminder that they must bring their invitation/confirmation in order to be admitted.

The finalized program is attached.

Matt, can you let us know please what the plan will be in terms of any security or monitoring that day? Will Ray or someone be on hand on floor 3R or downstairs?

--
Regina G. Lawrence
Associate Dean, SOJC-Portland
Director, Agora Journalism Center
School of Journalism and Communication
University of Oregon
70 NW Couch St., Floor 3R
Portland, OR 97209

Covering White Nationalism – UO Portland Disruption Plan

Overview

Date and Time: 10/29/19, 9am – 3pm
Summary: The University of Oregon will host two panel discussions and several speakers on the third floor of the White Stag Building, UO-Portland Campus, on 10/29/19 from 9am to approximately 3pm.

The panels will consist of journalists from Vice, the Guardian, Huffington Post, Portland Mercury, Spokane Spokesman-Review and the Oregonian. Faculty from West Virginia College and the University of Oregon, as well as other scholars and authors will attend the event.

The event is invitation only, and attendees will be required to present their invitations for entry.

Security will be managed by Sgt. Ray Holguin of the University of Oregon Police Department.

Demonstration Team Staffing:

Event Leadership:

- Regina Lawrence

Demonstration Team members on site:

- Matt Roberts (

Demonstration Team off site:

- James Stegall
- Krista Dillon

Communications Team

- Heidi Hiaasen
- Kay Jarvis

UOPD

- Sgt. Ray Holguin
- CSO Jay Knoble

General Event Safety Information

- UOPD Sgt. Ray Holguin, CSO Jay Noble and security officers from DePaul Security will provide area security for the event.
- Portland Police Bureau will be the responding agency, coordinated by Sgt. Holguin or 911.
- The event is ticketed and attendees must present a valid invitation to enter.
- For Life/Safety emergencies, dial 911.

Group Text

The group text will be used to communicate within the demonstration group and to members of leadership.

Matt Roberts will start the group text on Tuesday morning.

Disruption Plan

[redacted]

[redacted]

Actions and Script[1]

a. Demo Team Response:
    1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."**
    2. Wait a moment.
    3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuing this activity may result in disciplinary and/or legal consequences."**

[redacted]

[1] This script is meant to serve a guidance and does not need to be used as a strict script. Demo Team members should use their best judgement on how to approach the conversation.

From: Krista Dillon
Sent time: 10/29/2019 10:14:25 AM
To: Kassy Fisher; Chuck Triplett; Kathie Stanley
Subject: Re: possible demonstration activity today near Johnson Hall

---

I'm at a training off campus.
K

Get Outlook for iOS

On Tue, Oct 29, 2019 at 10:12 AM -0700, "Kassy Fisher" <kmfisher@uoregon.edu> wrote:

> If there is activity around 11:30, as we have heard, please note that I will not be available to approach demonstrators if issues arise. Perhaps one of you can?
>
> Kassy
>
> **From:** Kassy Fisher <kmfisher@uoregon.edu>
> **Sent:** Tuesday, October 29, 2019 10:12 AM
> **To:** Johnson Hall Staff <JWJ.DL.JohnsonHall-Staff@uoregon.edu>
> **Subject:** possible demonstration activity today near Johnson Hall
>
> Dear Johnson Hall occupants:
>
> We have been made aware of possible demonstration activity today on campus which may take place near Johnson Hall. Please bear this in mind as you schedule and host meetings, and as you enter and exit the building. As always, the safety of all members of our community is important. Staff will be on hand to ensure that the demonstrating group is heard and that workplace boundaries are observed.
>
> If you have questions, please let a member of the VPFA office staff know.
>
> Thank you.
>
> The VPFA Office Team

From: Kassy Fisher
Sent time: 10/24/2019 01:30:29 PM
To: Krista Dillon
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

---

Sounds right.

From: Krista Dillon <kristam@uoregon.edu>
Sent: Thursday, October 24, 2019 1:02 PM
To: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Ok. I think we should convene a meeting of those of us most likely to have to use the new guidelines to go over it and make sure people are comfortable. I'm thinking that's you, me, Matt R, Chuck, and Rick? Are there others?

K

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Thursday, October 24, 2019 12:59 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Apparently they were at the EMU, not Lillis. My ears are directionally-challenged.

I think it's over now.

From: Krista Dillon <kristam@uoregon.edu>
Sent: Thursday, October 24, 2019 12:39 PM
To: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

I haven't had time to work on that guideline yet and we need it already?!?!?! ☺

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Thursday, October 24, 2019 12:36 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

I can't imagine, given the fervor with which they're engaged… and now that it's been going on so long.

Classes in Lillis and nearby are surely being disrupted. Wonder what their dean or others might expect to be done about it...

From: Krista Dillon <kristam@uoregon.edu>
Sent: Thursday, October 24, 2019 12:33 PM
To: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Technically the EMU procedure is about sound production, not necessarily amplified sound, so yes drums would fall into that prohibited activity. Is there an opportunity to talk to them?

K

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Thursday, October 24, 2019 12:30 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: FW: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Are drums allowed? I thought not. The rally is over by Lillis. I can hear it clearly from my desk. It's super loud. What to do? Anything?

Kassy

From: Kassy Fisher
Sent: Thursday, October 24, 2019 12:01 PM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

FYI. Small march of GEs eastward down E. 13th Ave toward EMU. Drums, signs. Maybe 15 people.

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 11:57 AM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Cc: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

I have reminded one of the event organizers to not bring sticks inside building, block egress or use amplified sound.

Molly's confirmed she's in Johnson Hall and available for media.

Kassy

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 11:51 AM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Cc: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

There appears to be media on site. Can someone from Communications check in with them if that's our standard process?

GEs are arriving also.

Kassy

From: Krista Dillon <notifications@uoem.basecamphq.com>
Sent: Thursday, October 17, 2019 1:38 PM
To: Kassy Fisher <kmfisher@uoregon.edu>
Subject: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Reply ABOVE THIS LINE to add a comment to this message

Project: Demonstration Coordination
Company: VECC (Virtual Emergency Coordination Center)

Krista Dillon posted a new message:

GTFF Rally Friday @ 12 Johnson Hall

FYI...

https://www.facebook.com/events/435546057078636/

This message was sent to Adam Lillengreen, Andre LeDuc, Andre Moran, Angela Wilhelms, Anna Schmidt, Becky Girvan, Bo Macovis, Bryan Dearinger, Cassandra Moseley, Chris Phillips, Chuck Triplett, Clark Hansen, Craig Ashford, Daphne Joubran, Deanna Heying, Debbie Sharp, Devon Shea, Don Morris, Douglas Park , Emily Halnon, Evey Lennon, Flo Hoskinson, Glen Kostiuk, Greg Ottoman, Greg Stripp, Hilary Gerdes, James McGladrey, James Stegall, Jared Davis, Jason Wade, Jennifer Clark, Jennifer Lindsey, Jennifer Winters, Jessi Steward, Jessica Price, Joe Pedrola, Jon Marchetta, Josh Nascimento, Karen Hyatt, Karen Schneider, Kassy Fisher, Kathie Stanley, Kay Jarvis, Keith Frazee, Kelly Pembleton, Kelly Wolf, Ken Kato, Kevin Reed, Kris Winter, Krista Dillon, Kristyn Elton, Kyle Henley, Lauren Miller, Laurie Woodward, Layla Yarr, Lesli Larson, Lindsey Salfran, Mandy Chong, Marcus Langford, Matt Carmichael, Matt Roberts, Mike Eppli, Mike Harwood, Missy Matella, Molly Blancett, Mongoose UO, Peggie Kegel, Rick Haught, Scott Clark, Scott Geeting, Simon Ditton, Steve Barrett, Steve Stuckmeyer, Suzette Howard, Tony Saxman, UOPD CERC, Vicki Strand, Zach Earl, and Zack Barnett.

Stop receiving emails when comments are posted to this message. Prefer plain text emails?

Delivered by Basecamp

From: James Stegall
Sent time: 10/28/2019 03:46:41 PM
To: Krista Dillon
Subject: Registration Table Verbiage for UO-Portland

Hi Krista,

Does this make sense to you?

During Registration:

Registration personnel will explain the rules of the event to attendees. They should begin explanations of increased security as

"For the safety of the event and everyone attending, we are asking guests to…"

If members of the Demonstration Team observe someone who does not appear to have a ticket or is not listed on the guest list, they should approach the registration desk and observe.

If registration personnel explain to a member of the public that the event is ticketed and closed the public, and the person insists on entering, a member of the Demonstration Team should:

a. Notify the text group,
b. If you feel safe doing so, approach the person causing the disruption
c. Introduce yourself and explain why you approached
d. Direct the person away from the registration table
e. Explain this is a ticketed event and closed to the public
f. If members of the public refuse to leave, it will be considered criminal trespass.

Members of UOPD will be in the area and will approach as necessary.

—

UNIVERSITY OF OREGON

James Stegall, CPP, CSSP | Continuity and Emergency Manager
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
Office: (541) 346-2939 | Cell:
jstegall@uoregon.edu

From: Krista Dillon
Subject: Turning Point Demo Plan 103019
Attachments: Turning Point Demo Plan 103019.docx

2019 Turning Point Event Demo Plan

Date and Time: Wednesday, 11/06/19 12:30 pm – 3:00 pm at the EMU Green and then 6:00 – 8:20 pm in Lillis 112.

Summary: Turning Point USA has a tabling event on the EMU green during the day and then an activity titled Fighting "Fascism" in Lillis 112 in the evening. Last year, opposing groups made arrangements to set up tables nearby. This is a possibility this year, though that was not confirmed at the time this plan was developed.

Demonstration Team Staffing:

Demonstration Team members on site:

- EMU Green Event
  - 12:00 pm – 1:00 pm
    - Rick Haught
    - Kassy Fisher
  - 1:00 pm – 2:00 pm
    - Krista Dillon
    - Chuck Triplett
  - 2:00 pm – 3:00 pm
    - Jessica Price
    - Molly Blancett
- Lillis 112 Event
  - 6:00 pm – 7:00 pm
    - Jessi Steward
    - Don Morris

General Event Safety Information

- Police Officers are available through (541) 346-2919 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Group Notification

Basecamp will be used to communicate within the demonstration group.

Krista Dillon will start a message thread in Basecamp on Wednesday morning. Team members can reply to post updates.

Demonstrations/Protests at Tabling Event

[redacted]

Sound Production Guidelines

Find an event organizer who is not in the moment using amplified sound. Talk to them about the guidelines for amplified sound.

Hi, I'm (state your name) and title.

I want to let you know the use of amplified sound or sound production is considered a disruption of teaching, research, administration or other institutional activities which may be a violation of the Proscribed Conduct policy. I am asking you to stop using amplified sound or sound production immediately.

Wait a moment.

I just informed you who I am and how your amplified sound or sound production is a disruption. You have not complied with my reasonable directive as a university official. You need to cease use of amplified sound immediately. Continuation of this activity may result in disciplinary and/or legal consequences.

Wait a moment

I have advised you of the policy and asked you to stop, you have failed to comply with my reasonable directive. I am going to document this for potential disciplinary and/or legal consequences. I am going to document your failure to comply with my request.

Demo Team member should document in writing the following and post to the Basecamp thread on the event:

- Date/Time
- Person you interacted with including name if known
- What you asked of them and their response.

Response when asked why this is being enforced now..

- The University respects everyone's rights to speak, but we also need to balance that with the limiting disruptions to our academic, research and administrative functions.
- Similar to other campuses around the country, the University has seen a significant increase in disruptive activities since 2017. We are now at a point, where we need to take action to limit these disruptions.
- The university needs to apply these standards consistently no matter what group or what the message is.

Classroom Event Disruptions

[redacted]

From: Rick Haught
Sent time: 10/28/2019 05:08:16 PM
To: Kevin Reed
Cc: Krista Dillon
Subject: Turning Point Event

Kevin –

Just a heads up that Turning Point USA has scheduled the EMU Green for an event on 11/6 from 12:30-3:00pm, and then in Lillis 112 from 6:00-8:20pm. They've titled the event Fighting "Fascism". They provided the quotation marks around Fascism. They have requested a single 10'x10' canopy, 1 table and 3 chairs. The request indicates that they are bringing "Youtubers to do a Q and A video".

On its face, this does not send up any significant red flags. History, however, says that this is inviting controversy, so I have copied Krista here in case the demonstration team needs to convene.

Rick

Rick Haught
Erb Memorial Union Associate Director, Operations
Director, UO Scheduling & Event Services
University of Oregon
rickh@uoregon.edu
541-346-7980

UNIVERSITY OF OREGON

From: Kassy Fisher
Sent time: 10/18/2019 12:11:52 PM
To: Krista Dillon; Kevin Reed
Subject: FW: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

---

Krista and Kevin:

In addition to the conversation I had with an organizing GE before the event, I have asked the union organizer to direct the presenters to cease using amplified sound. He indicated he would make an effort to ask them but told me he did not think they would stop.

Kassy

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 11:57 AM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Cc: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

I have reminded one of the event organizers to not bring sticks inside building, block egress or use amplified sound.

Molly's confirmed she's in Johnson Hall and available for media.

Kassy

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 11:51 AM
To: Demonstration Coordination <U7C8B8FA464AFP109288371-reply@uoem.basecamphq.com>
Cc: Kassy Fisher <kmfisher@uoregon.edu>
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

There appears to be media on site. Can someone from Communications check in with them if that's our standard process?

GEs are arriving also.

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Company: VECC (Virtual Emergency Coordination Center)

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From:	Krista Dillon
Sent time:	10/23/2019 09:52:25 AM
To:	Katy Larkin; Peter Fehrs
Cc:	Kris Winter
Subject:	RE: Re: Our Meeting

Hi Peter,
I'm out at a conference today, but available via email. How can we help?
K

From: Katy Larkin <klarkin@uoregon.edu>
Sent: Wednesday, October 23, 2019 9:42 AM
To: Peter Fehrs <pfehrs@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>; Kris Winter <winterk@uoregon.edu>
Subject: Re: Our Meeting

Peter,

I connected with Kris. She recommended that you connect with Krista for Demonstration Team support.

Let me know if I can help with the follow-up.

Katy

Katy Larkin
Director, Student Conduct and Community Standards
Office of the Dean of Students | Division of Student Life | University of Oregon
185 Oregon Hall | 5216 University of Oregon | Eugene, OR 97403-1206
E-mail: klarkin@uoregon.edu
Phone: (541) 346-1140

From: Krista Dillon
Sent time: 10/18/2019 12:14:22 PM
To: Kassy Fisher; Kevin Reed
Subject: RE: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

---

Kevin,

Our protocol indicates if they've been asked and they don't stop that we'd try to get a photo. Since street fair is happening, it may be easy to get a picture from farther away without getting into anyone's face. Thoughts?

K

From: Kassy Fisher <kmfisher@uoregon.edu>
Sent: Friday, October 18, 2019 12:12 PM
To: Krista Dillon <kristam@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>
Subject: FW: [Demonstration Coordination] GTFF Rally Friday @ 12 Johnson Hall

Krista and Kevin:

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From: Andrew Long <along@zerofox.com>
Sent time: 10/24/2019 11:09:38 AM
To: Leo Howell
Cc: Jennifer Winters; Andre Le Duc; Krista Dillon; Brittany Hadaway <bhadaway@zerofox.com>; Jose Dominguez; Matt Love; Haylea Berry
Subject: Re: UO & ZeroFOX POC

Leo - thank you for your email. We will move forward in accordance with the original POC schedule.

Haylea - can you please help me coordinate a time on 11/4 for the kickoff meeting?

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m:
ZeroFOX.com // @ZeroFOX

On Thu, Oct 24, 2019 at 1:17 PM Leo Howell <lfhowell@uoregon.edu> wrote:

> Hey Andrew,
>
> Let's proceed with the date as planned.
>
> Leo

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403

UNIVERSITY OF OREGON

From: Leo Howell
Sent: Tuesday, October 22, 2019 3:36 PM
To: Andrew Long <along@zerofox.com>
Cc: Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Brittany Hadaway <bhadaway@zerofox.com>; Jose Dominguez <jad@uoregon.edu>; Matt Love <mlove@uoregon.edu>; Haylea Berry <hberry@uoregon.edu>
Subject: RE: UO & ZeroFOX POC

> Yes. I did want to point out that there is a possibility of a strike around this date, which could occupy some of our key players time on this, so let's keep in touch as the date nears.

Haylea (cced) can help to coordinate calendars.

Thanks…Leo

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403

From: Andrew Long <along@zerofox.com>
Sent: Tuesday, October 22, 2019 11:07 AM
To: Leo Howell <lfhowell@uoregon.edu>
Cc: Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Brittany Hadaway <bhadaway@zerofox.com>; Jose Dominguez <jad@uoregon.edu>; Matt Love <mlove@uoregon.edu>; Haylea Berry <hberry@uoregon.edu>
Subject: Re: UO & ZeroFOX POC

Leo,

Thank you for your note. Understanding how busy your schedules are, what would be the most effective way to get the three meetings on the calendar?

- Kickoff, 11/4 [30 minutes]
- Check-In, 11/11 [60 minutes]
- Wrap Up, 11/18 [45 minutes]

For the meeting on 11/11 we would allocate 20 minutes for each department. This way each group only needs to be present for the portion dedicated to reviewing their data.

-Andrew

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m: [redacted]

ZeroFOX.com // @ZeroFOX

On Tue, Oct 22, 2019 at 11:13 AM Leo Howell <lfhowell@uoregon.edu> wrote:

Andrew,

This looks like a solid plan; looking forward to it.

Leo

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403

UNIVERSITY OF OREGON

From: Andrew Long <along@zerofox.com>
Sent: Monday, October 21, 2019 11:43 AM
To: Leo Howell <lfhowell@uoregon.edu>
Cc: Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Brittany Hadaway <bhadaway@zerofox.com>
Subject: UO & ZeroFOX POC

Oregon Team,

Thank you for your patience. Our team spent last week reviewing our current POC commitments and developed a schedule that would meet the timing requirements for each one. We are slated to kick off our POC with you on Monday, November 4th. The information below outlines the schedule for the two week period. Please let me know if you have any questions or concerns.

Day 1 Agenda

- ZeroFOX POC Kickoff meeting – remote - 11/4/2019
- Meet with business and technical decision-makers to reconfirm scope and success criteria
- Training Overview:
    - ZeroFOX will provide some user training for the primary technical contact
    - ZeroFOX alerting review
    - Document findings, results, and any issues encountered

Days 2-14 Agenda [11/4-11/18]

- Continue data collection and alerting
- ZeroFOX functional demonstration/knowledge transfer for business/technical users
    - Document findings, results, and any issues encountered
    - Include folks who will potentially have access to alerts, dashboards for day to day security operations
- Conduct Weekly meetings every [Andrew L. to confirm date with team] for questions/comments/concerns

Wrap Up Meeting - Agenda

- ZeroFOX Wrap Up Meeting - **11/18/2019**
- Generate POC reports from the native reports within the platform
- Present results from the Proof of Concept
- Review findings and evaluation acceptance
- Formally agree whether success criteria were met
- Reconfirm next steps in decision and purchase process
- Discuss tentative dates for the implementation to begin
- Business, technical decision-makers, and influencers required

-Andrew

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m:

ZeroFOX.com // @ZeroFOX

On Mon, Oct 14, 2019 at 6:48 PM Andrew Long <along@zerofox.com> wrote:

> Leo & Team,
>
> Thank you for sharing. We will review in the morning and let you know if we need clarity on any details.
>
> -Andrew
>
> **Andrew Long**
> Commercial Account Executive
> ZeroFOX // Social Media & Digital Security
> along@zerofox.com // m:
>
> ZeroFOX.com // @ZeroFOX
>
> On Mon, Oct 14, 2019 at 2:56 PM Leo Howell <lfhowell@uoregon.edu> wrote:
>
> > Andrew,
> >
> > Here goes… let me know if questions.
> >
> > Leo

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403



From: Leo Howell
Sent: Wednesday, October 9, 2019 2:59 PM
To: Andrew Long <along@zerofox.com>; Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>
Cc: Brittany Hadaway <bhadaway@zerofox.com>
Subject: RE: ZeroFOX Entity Details

We are meeting tomorrow to review, should be back in touch by end of week – early next week the latest.

Leo

Leo F. Howell | Chief Information Security Officer

lfhowell@uoregon.edu | Office: 541-346-1732 | Fax: 541-346-4397
Computing Center

1212 University of Oregon | Eugene, OR 97403



From: Andrew Long <along@zerofox.com>
Sent: Wednesday, October 9, 2019 7:46 AM
To: Jennifer Winters <jwinters@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Leo Howell <lfhowell@uoregon.edu>
Cc: Brittany Hadaway <bhadaway@zerofox.com>
Subject: ZeroFOX Entity Details

Good morning Team,

I am hoping you can share your target date of completion for the entity spreadsheet. Please let us know if there are any questions or concerns that we can assist with.

Regards,

Andrew

Andrew Long
Commercial Account Executive
ZeroFOX // Social Media & Digital Security
along@zerofox.com // m:

ZeroFOX.com // @ZeroFOX

From: Orion Email <103692-71@reply.orion-uo.com>
Sent time: 01/17/2022 09:38:46 AM
To: Krista Dillon
Subject: [Demonstration Message Board] GTFF COVID 19 Protest - Monday 1/18

1/17/2022 9:38:44 AM
Krista Dillon posted a new Message

GTFF COVID 19 Protest - Monday 1/18

GTFF is planning a COVID 19 protest outside Johnson Hall tomorrow 12-1. I will notify the VPFA office to start the Johnson Hall protocol. Is there a demo core team member (you would have received a text along with an email for this message) who can be on site to monitor? If so, please let me know directly. Anyone with additional information, please post to this thread.

Thanks,

Krista

https://www.instagram.com/gtff3544/

https://www.instagram.com/uo.studentinsurgent/

This email was sent to: Jamar Bean, Betsy Boyd, Justine Carpenter, Amanda Curler, Larissa Ennis, Kevin Farthing, Katherine Fisher, Jennifer Francois, Les Groscup, Rick Haught, Micah Howe, Saul Hubbard, Richie Hunter, Stacie Irvin, Kay Jarvis, Ken Kato, Marcus Langford, Lesli Larson, Andre Le Duc, Jennifer Lindsey, Kevin Marbury, Benjamin McNulty, Don Morris, Cassandra Moseley, Kelly Pembleton, Kate Petcosky, Lesley-Anne Pittard, Jessica Price, Kevin Reed, Matt Roberts, Fred Sabb, Lindsey Salfran, Mark Schmelz, Anna Schmidt, Karen Schneider, Devon Shea, Lauren Stanfield, Kathie Stanley, Vicki Strand, Greg Stripp, Steve Stuckmeyer, Cami Thompson, Chuck Triplett, Jason Wade, Justin White, Kristen Winter, Laurie Woodward

This message was sent by ORION
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From: Donald Morris <Donald.Morris@uopd.org>
Sent time: 06/16/2021 12:03:17 PM
To: Krista Dillon; Vicki Strand
Subject: Demo PLan
Attachments: 2020 Hazzard Annex Civil Disturbance (003).docx

Here it is

Captain Don Morris
University of Oregon Police Department
2141 E 15th Avenue
Eugene, OR 97403

(541) 346-3041 (office)
[redacted] (cell)

TRACKTOWN20

Public Safety Committee: Hazard Annexes

Civil Disturbance, Demonstration and Mass Arrest

Purpose

This annex describes actions to be taken and steps for identifying and requesting available resources if a civil disturbance or demonstration occurs during the 2020 U.S. Track & Field Trials held at Hayward Field.

HAZARD Identification

In accordance with the National Incident Management System (NIMS), this annex describes procedures to be followed if a demonstration, civil disturbance or mass arrest occurs during the 2020 Olympic Trials held at Hayward Field.

The University will take a tiered approach to responding to civil disturbances or demonstrations on campus during the Trials in an effort to address any issues that might arise at the lowest engagement level possible.

The University will utilize the Demonstration Team to work with groups first and will also be able to tap into the following resources: Media Relations support, and Bias Response Team (Student Affairs). If law enforcement needs to be engaged, UO Police Department (**346-2919**) and/or Eugene Police can be called.

City of Eugene and University agency representatives will closely coordinate about what is the appropriate response to ensure that issues are addressed at the lowest engagement level possible. *Each agency will adhere to its own policies but will work in a coordinated manner toward a peaceful resolution. Enforcement action should only be considered as a last resort.*

Response Lead

The University of Oregon Demonstration Team team will be used to manage community education and demonstrations, monitor and assess activity, plan and manage responses as needed and coordinate communication between activist groups and the Local Organizing Committee. If individuals, or a group or groups violate campus rules, agreements, or engage in criminal activity, the Team will advise University leadership and/or law enforcement command staff on response strategies. Team members include:

- Matt Roberts, Government and Community Relations
- Krista Dillon – Safety Risk Services

- Kris Winter – Dean of Students
- Zach Earl – UO Fire Marshall's Office
- Simon Ditton - UO Fire Marshall's Office
- Cpt. Don Morris –UOPD
- Representative of University of Oregon General Counsel Office
- Representative of UO Public Affairs Communications

Resources

1. Onsite Resources: List any resources currently assigned to Tracktown venues to address this hazard.

[redacted]

2. Resources not currently assigned to Tracktown venues that could be requested to respond.

[redacted]

Considerations

Anticipated Policy Questions

- Identify the threshold for suspension or cancellation of event due to threat(s).
- Authority: USA Track & Field Board, Hayward Command and UOPD/Eugene Police Unified Command

Locations

The university will coordinate community education and demonstration reservation requests for free speech, community education activities, and demonstration events during the Trials.

Reservations & Logistics

EMU Scheduling will manage the reservation database and share reservation information with the demonstration team and will explain the unique nature of the Trials and the heightened concern for safety. Information will include:

- Name of Organization
- Name of reserving individual
- Contact information, including emergency/immediate contact info
- Duration of Event – Days & Times
- Location
- Planned activities
- Expected participants

At the time of finalization of the UOEM Annex, no groups scheduled a demonstration with the University.

Proactive Measures/Welcoming Plan and Daily Contact

In the event that a group schedules a demonstration, the Team will make contact with groups on a daily basis during the event. The Team will check-in on the group's plans and assist in meeting the group's needs. Law enforcement and liaison staff will collaborate in communicating with groups. They will advise the University on the use of support services.

Protests that are not pre-planned with the university.

[redacted]

Response Protocol

[redacted]

EPD / UOPD Response protocol

[redacted]

Assisting Response Agencies

If the tactical situation dictates, Oregon State Police Mobile Response Team (MRT) can be summoned for mutual aid crowd control assistance.

Response Resources

[redacted]

Definitions

"Civil disturbances" include riots, property damage, threatening individuals, or assemblies that have become significantly disruptive.

"Demonstrations" are visible actions designed to advocate a position on a particular issue. Most are peaceful, although they may occasionally cause an inconvenience.

Mass Arrest

Purpose

In accordance with the National Incident Management System (NIMS), this annex describes procedures to be followed if a mass arrest occurs during the 2020 Olympic Trials held at Hayward Field.

Concept of Operations

[redacted]

From:	VP for Finance and Administration
Sent time:	01/21/2022 10:20:40 AM
To:	Johnson Hall Staff
Cc:	Krista Dillon
Subject:	Demonstration activity today

Dear Johnson Hall occupants:

We are expecting demonstration activity on the north steps of Johnson Hall today, Friday, January 21, beginning at approximately 11:30 AM. 'a0

If you have appointments outside of the building during this time period, please consider leaving the building prior to the protest. 'a0Similarly, if you have guests coming into Johnson Hall during this time you may want to consider using an alternate location for your meeting.

As always, the safety of all members of our community is important. 'a0Staff will be on hand to ensure that the rallying group is heard and that workplace boundaries are observed. 'a0

If you have questions, please let our office know.

Thank you,

The VPFA Office Team

Kassy Fisher
Chief of Staff to the Provost and Senior Vice President
Office of the Provost
University of Oregon
541-346-2807
kmfisher@uoregon.edu

From: Jennifer Espinola
Sent time: 11/17/2021 04:32:45 PM
To: Marcus Langford; Krista Dillon; Kris Winter; Sandy Weintraub
Subject: FW: Post-event info

Here's some information on the groups who protested today - https://forestdefensenow.wordpress.com/2021/11/17/students-disrupt-timber-industry-presentation/

The UO students are in the Climate Justice League campus group.

And my photos are here - [redacted]

Thanks!



From: [redacted]
Date: Wednesday, November 17, 2021 at 4:09 PM
To: Jennifer Espinola <espinola@uoregon.edu>
Subject: Post-event info

Here is the Twitter for the group that showed up. https://twitter.com/CascadiaFD?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

> Cascadia Forest Defenders (@CascadiaFD) | Twitter
>
> The latest Tweets from Cascadia Forest Defenders (@CascadiaFD). a grassroots collective committed to the defense of our forests and our climate on stolen indigenous land.

cascadiaforestdefenders@protonmail.com. Cascadia
>
> twitter.com

Best,

[redacted]

[redacted]

University of Oregon School of Law

[redacted]


Name
Email
fake?
Stayed afterwards
law student
law student
fake?
fake?
law student
law student
law student
law student
law student
Newspaper?
fake?
law student

Thanks
Tyler

Get Outlook for iOS

From: [redacted]
Sent: Tuesday, November 16, 2021 10:31 PM
To: Tyler Freres
Subject: Event at the Knight Law School

Hello,

If I am not mistaken, I believe this company, Freres Lumber, will be sending Tyler Freres to speak at the University of Oregon tomorrow (11/7) at 12 pm in the Knight Law School. I am sending this email to inform you that I have received information that there will be protesters there tomorrow at the event who are unhappy with "disaster capitalists" and "timber industry propaganda." (Their words, not mine)

Whether the event gets cancelled or not is obviously up to you guys, but I am simply informing you guys beforehand that there will be protesters, so just be prepared for that. I don't know how many there will be, but the ones that do show up will likely be loud and try to disrupt the event and prevent it from continuing. If you guys have any ideas on how to counter protester disruption, now would be the best time to go over a counter-protester plan.

Best of luck,
[redacted]

All folders are up to date. Connected to Microsoft Exchange

11:11 PM
11/16/2021

[redacted] Yesterday at 8:22 PM

DISASTER CAPITALISTS HAVE NO PLACE ON CAMPUS

Tyler Freres of Freres Lumber is speaking at the UO this week in defense of destructive post-fire lumber salvage. Let's show disaster capitalists like Freres that they are not welcome here.

Show up, look inconspicuous, and wait for the signal to shut down timber industry propaganda!

Wednesday, 11/17 at 12:00 pm
Room 141, Knight Law School

[redacted] Yesterday at 8:22 PM

^^ This is tomorrow!!

[redacted] Yesterday at 9:02 PM

shucks, I have class. Tell me what happened afterwards!

[redacted] *Tap to see attachment*

[redacted] Yesterday at 9:08 PM

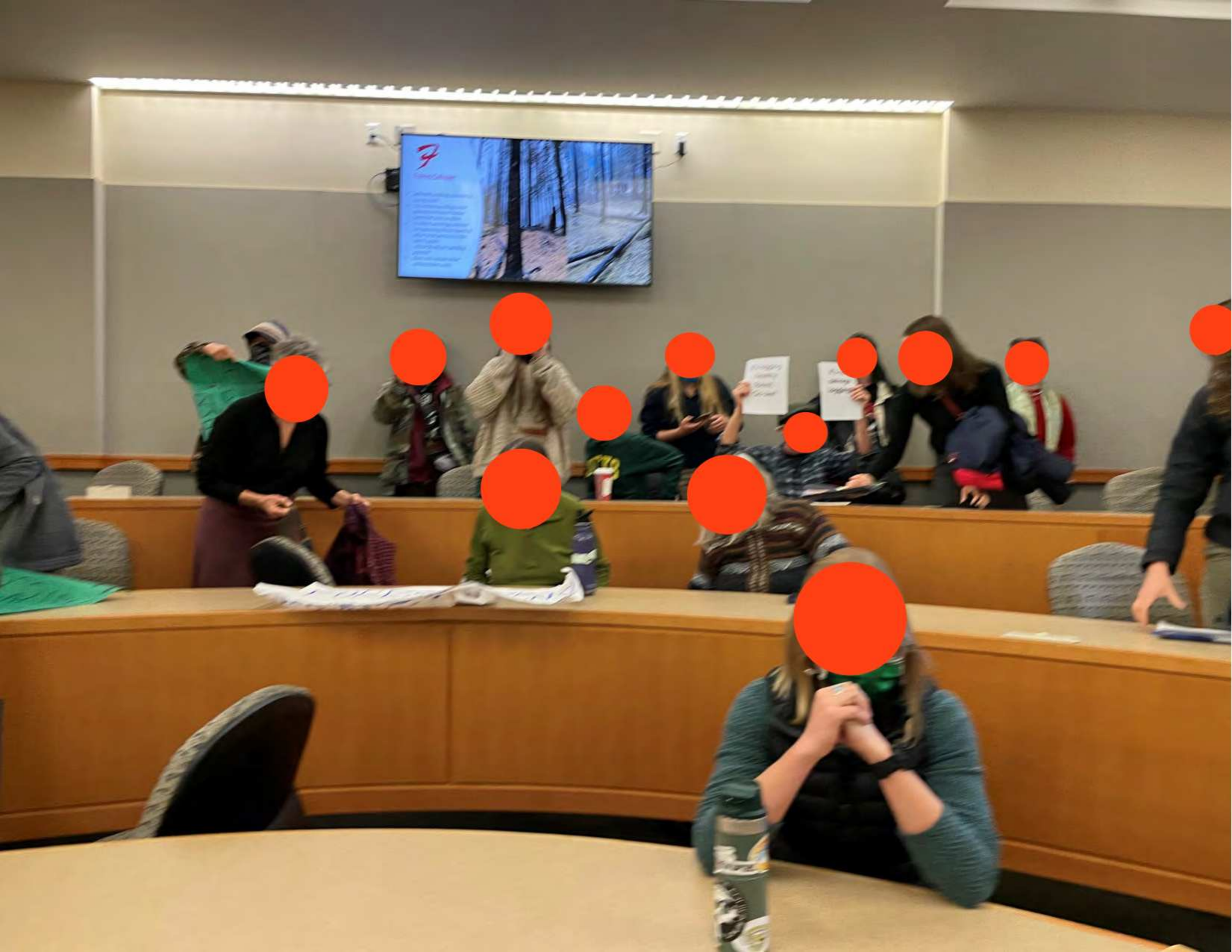
DO NOT POST ON SOCIAL MEDIA



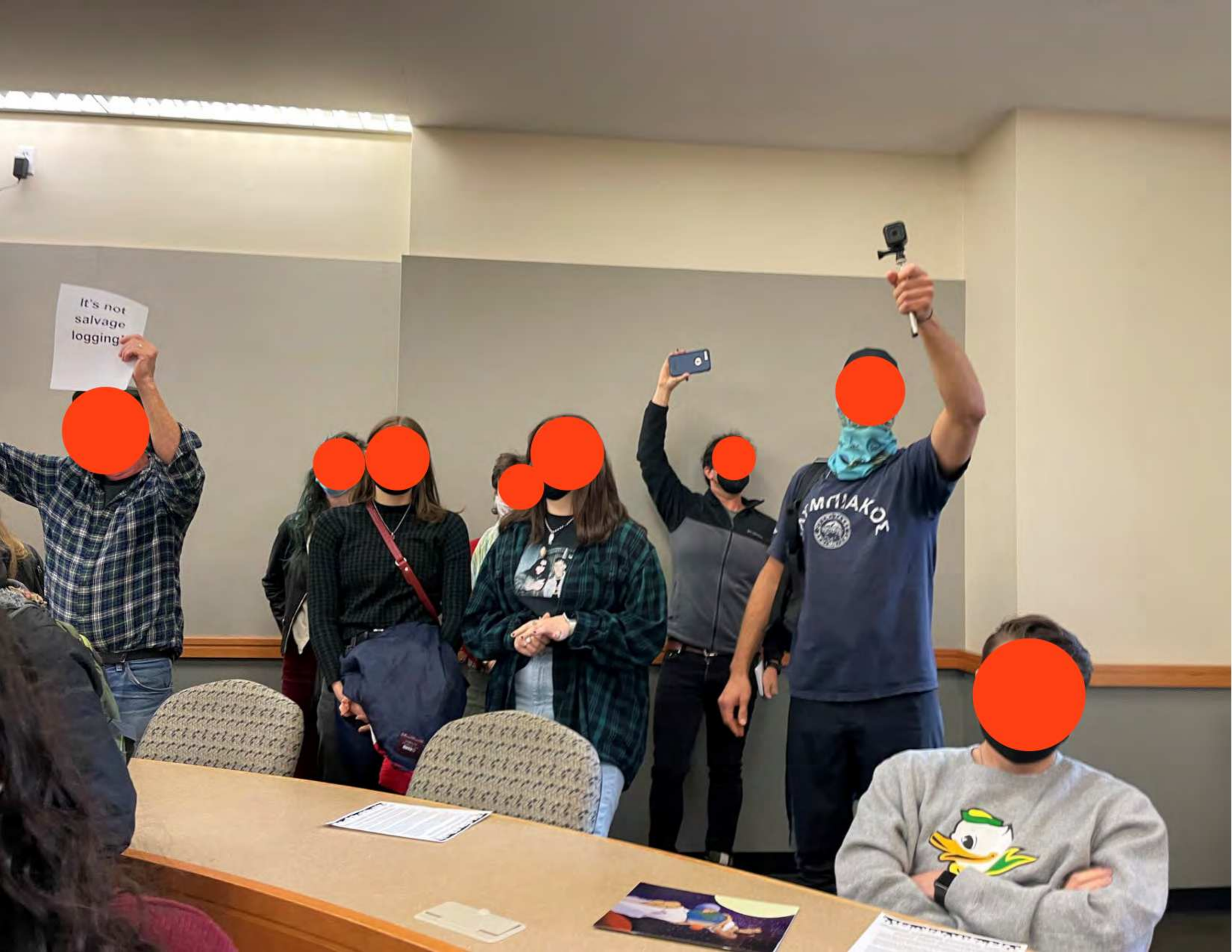


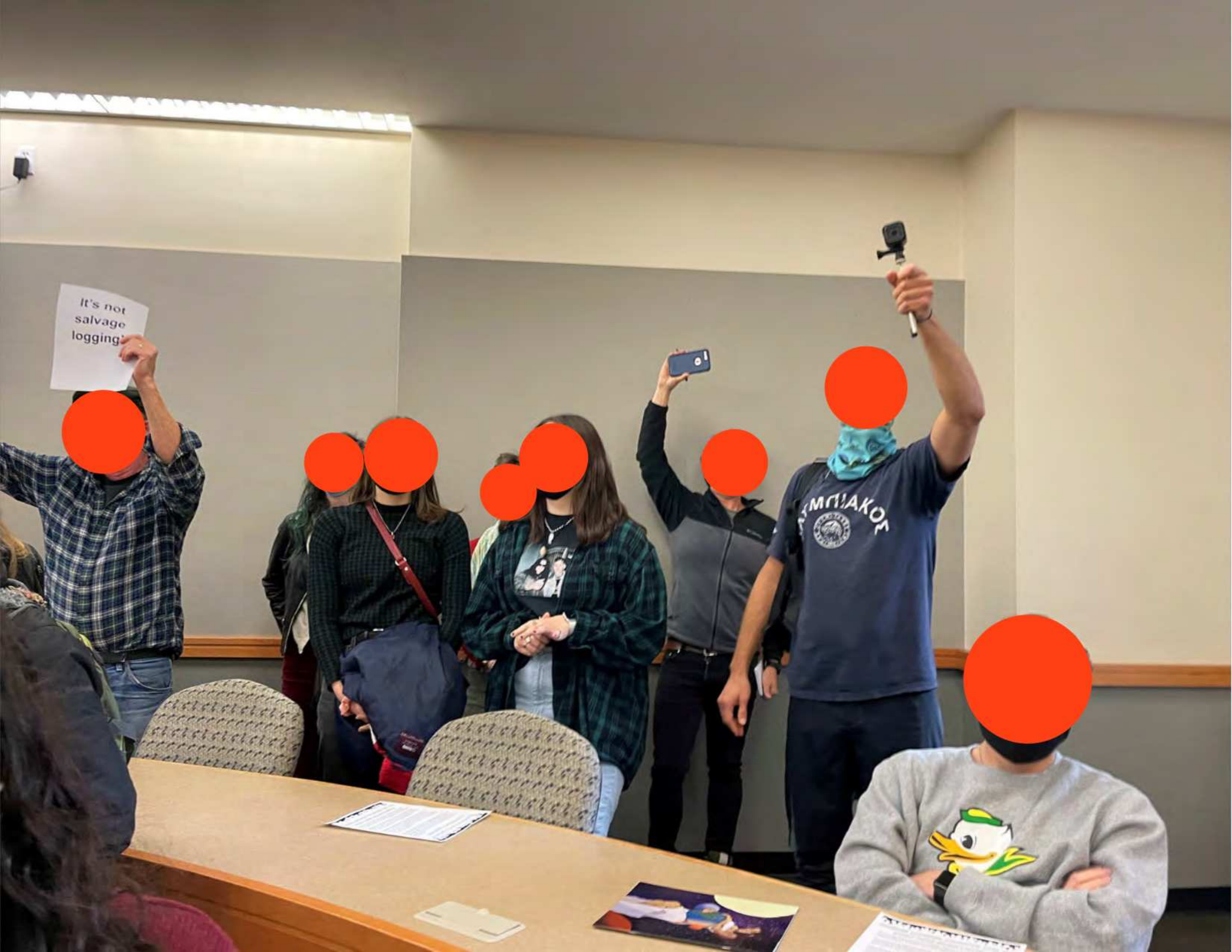



NO
illegal
cities



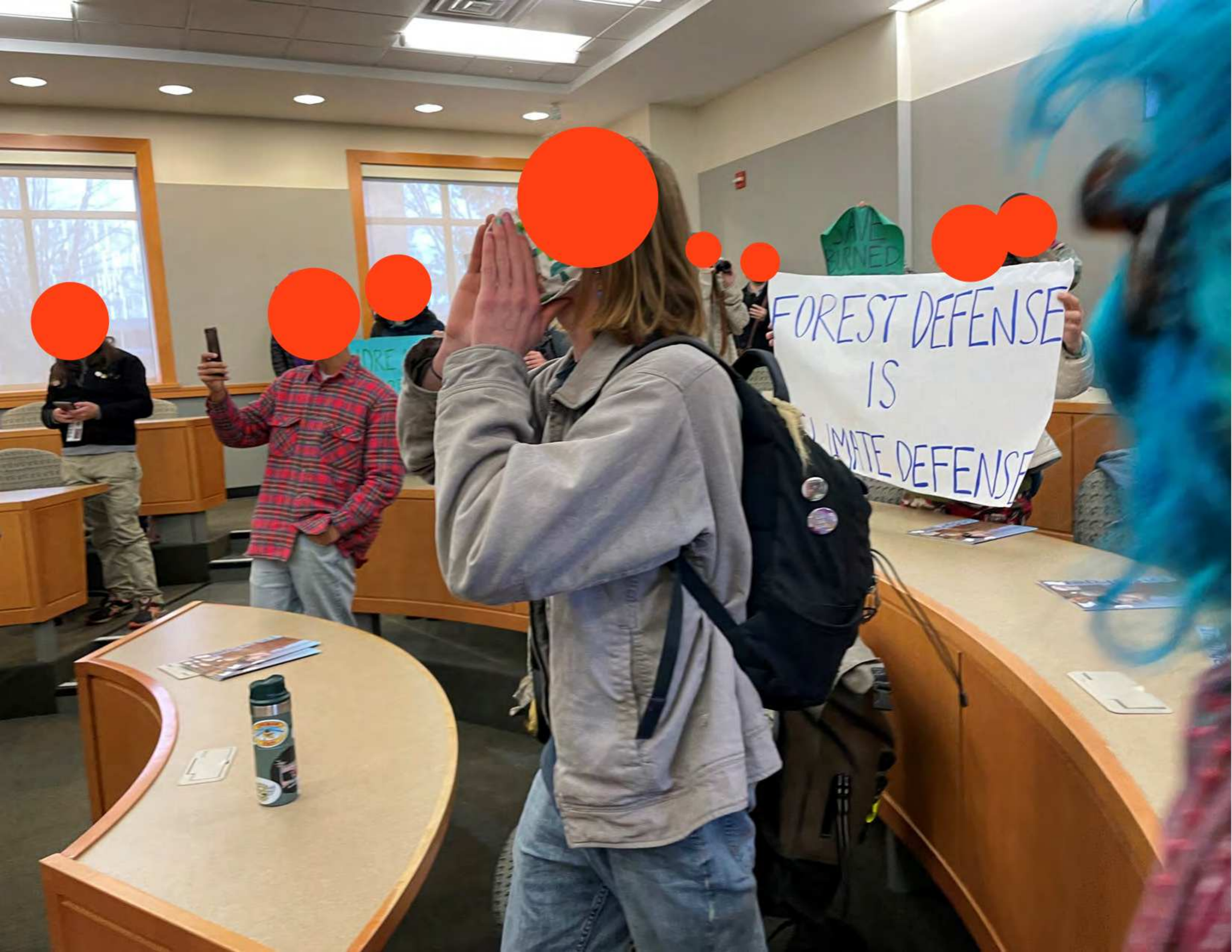



It's not
salvage
logging


It's not
salvage
logging!


THE NORTH FACE
Insurgent


Insurgent
0h:21

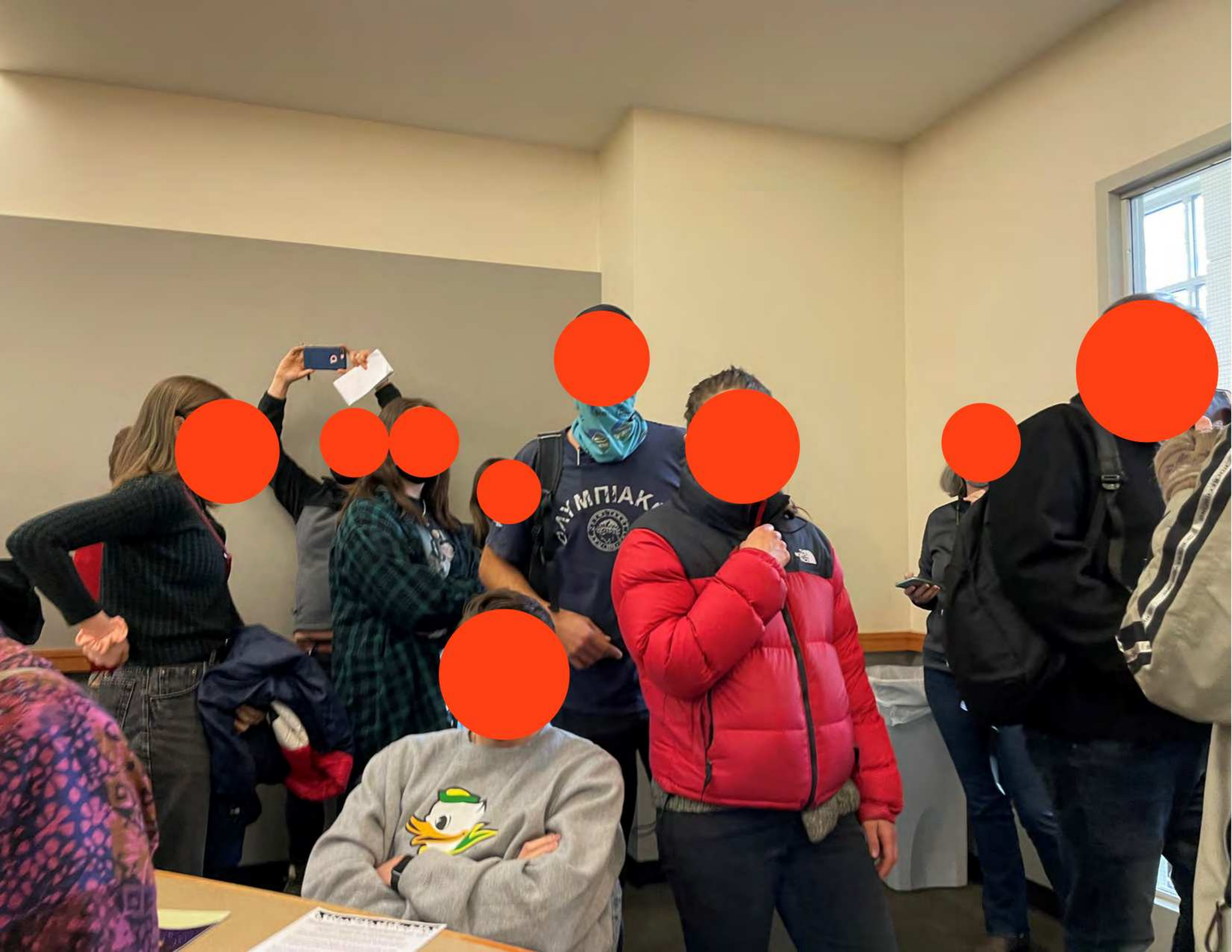

FOREST DEFENSE
IS



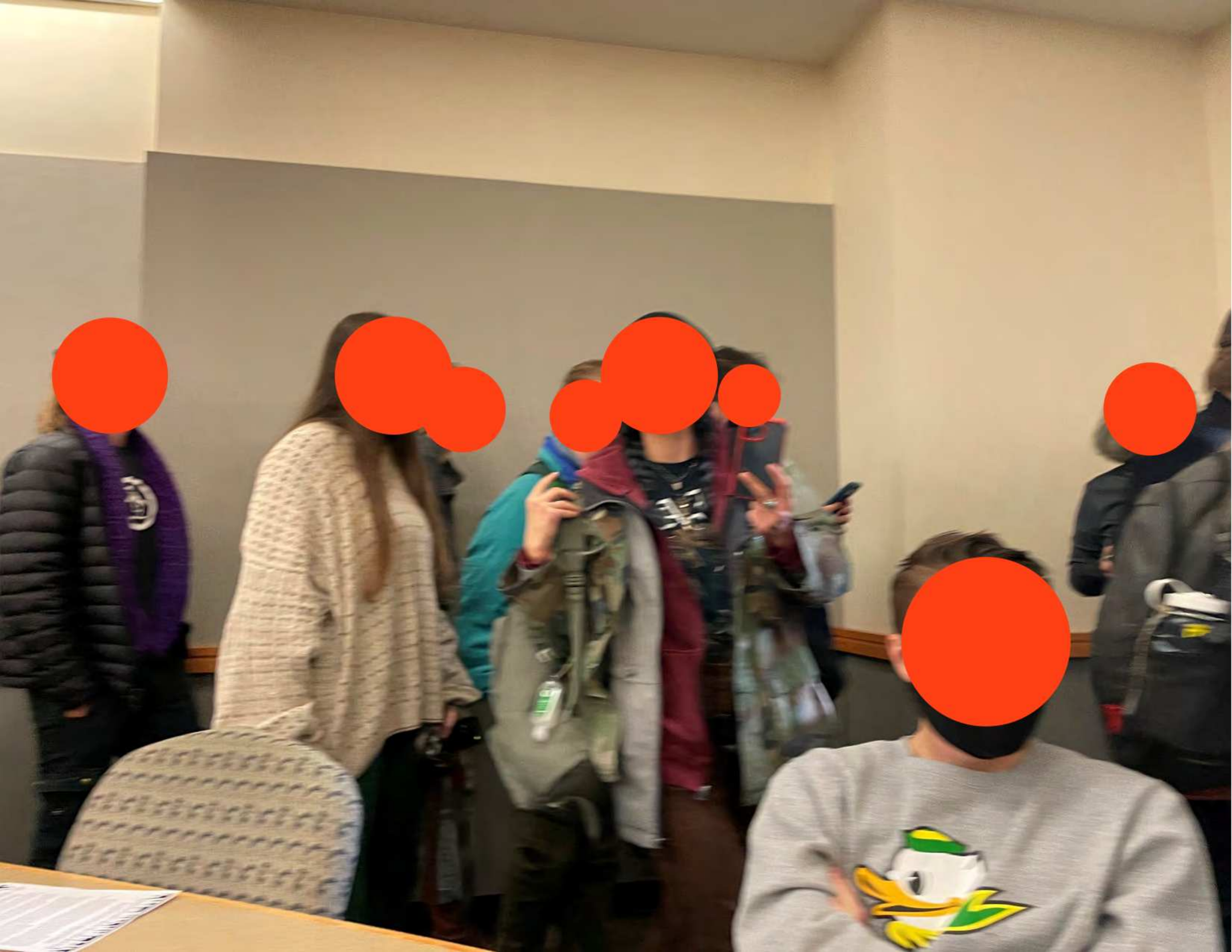



WOKE


NO MORE LIES
QUIT CORPORAT
TIES!



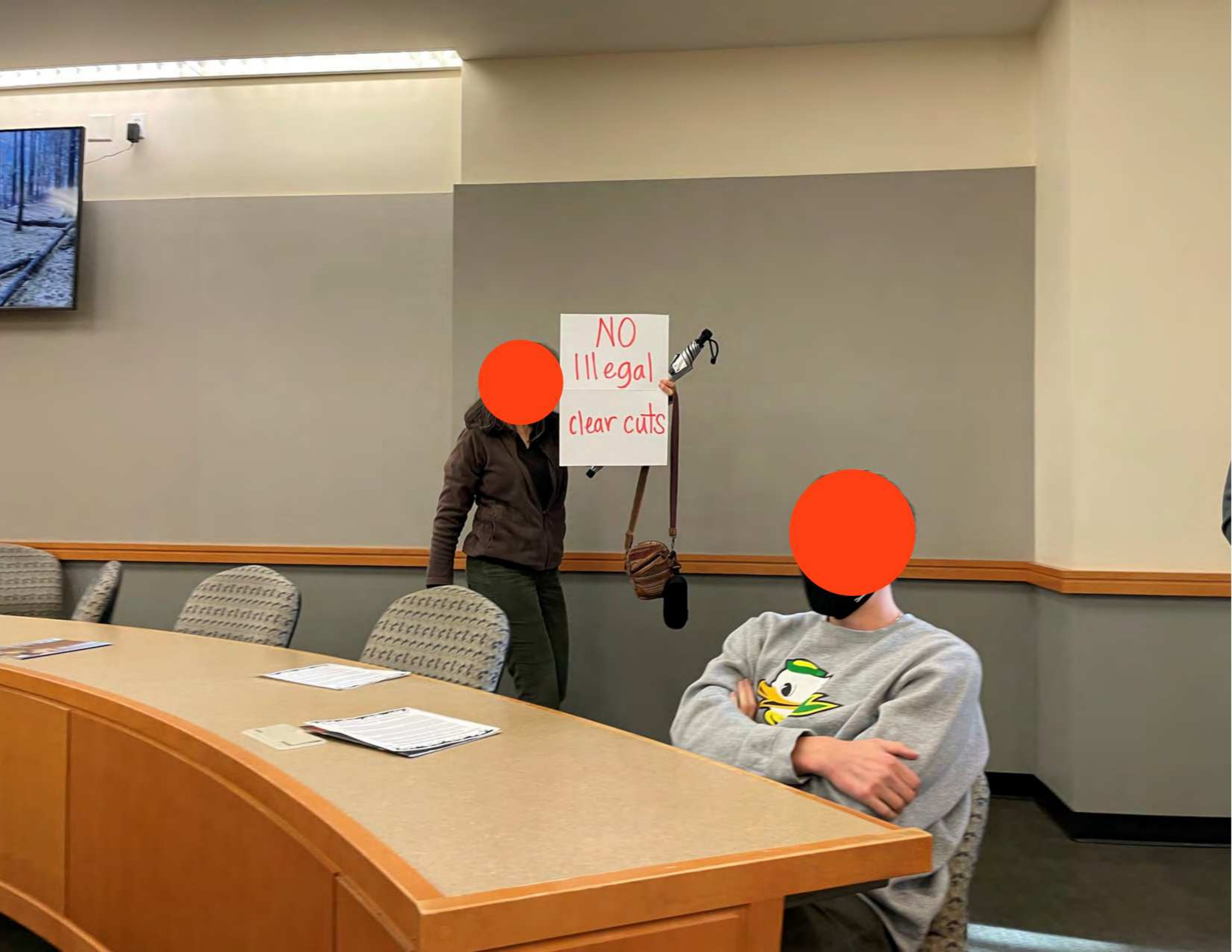

EXIT










NO
Illegal
clear cuts

From: Kassy Fisher
Sent time: 01/17/2022 10:37:16 PM
To: Krista Dillon
Subject: Fwd: Demonstration activity outside Johnson Hall noon tomorrow

---

Btw: We should probably use the below as our template instead of what you currently have on file. E.g., we use "demonstration activity" instead of "protest" and don't encourage the locking of suite doors in the message since the whole building list isn't the right audience for that sort of instruction.
Kassy

Begin forwarded message:

> **From:** Jove Rousseau <jover@uoregon.edu>
> **Date:** January 17, 2022 at 10:20:03 PM PST
> **To:** Johnson Hall Staff <JWJ.DL.JohnsonHall-Staff@uoregon.edu>
> **Subject: Demonstration activity outside Johnson Hall noon tomorrow**
>
> -257 ?
> Dear Johnson Hall occupants:
>
> We are expecting demonstration activity outside Johnson Hall tomorrow, Tuesday, January 18, between the hours of noon and 1:00 PM. 'a0
>
> If you have appointments outside of the building during this time period, please consider leaving the building prior to the protest. 'a0Similarly, if you have guests coming to Johnson Hall during this time you may want to consider using an alternate location for your meeting.
>
> As always, the safety of all members of our community is important. 'a0Staff will be on hand to ensure that the rallying group is heard, and that workplace boundaries are observed. 'a0
>
> If you have questions, please let our office know.
>
> Thank you,
>
> Jove Rousseau on behalf of the VPFA Office Team

From: VP for Finance and Administration
Sent time: 01/21/2022 10:47:31 AM
To: Johnson Hall Staff
Cc: Krista Dillon
Subject: LOCATION UPDATE: Demonstration activity today

UPDATE: These activities will likely take place in the EMU Amphitheatre.

From: VP for Finance and Administration
Sent: Friday, January 21, 2022 10:21 AM
To: Johnson Hall Staff <JWJ.DL.JohnsonHall-Staff@uoregon.edu>
Cc: Krista Dillon <kristam@uoregon.edu>
Subject: Demonstration activity today

Dear Johnson Hall occupants:

We are expecting demonstration activity on the north steps of Johnson Hall today, Friday, January 21, beginning at approximately 11:30 AM. 'a0

If you have appointments outside of the building during this time period, please consider leaving the building prior to the protest. 'a0Similarly, if you have guests coming into Johnson Hall during this time you may want to consider using an alternate location for your meeting.

As always, the safety of all members of our community is important. 'a0Staff will be on hand to ensure that the rallying group is heard and that workplace boundaries are observed. 'a0

If you have questions, please let our office know.

Thank you,

The VPFA Office Team

From: Tina Haynes
Sent time: 11/15/2021 04:48:26 PM
To: Kevin Marbury; Paul Timmins; Krista Dillon; Rick Haught; Colleen Lewis; Jazlyn Swain; Melissa Soliz
Subject: Much appreciation - Employer Recruiting Visit & Teach-In

---

Hello all,
please know how grateful I am for everyone's assistance and support including the swift response by the demonstration team last week during our employer recruiting visit with planned teach-in. I'm thankful the teach-in remained outside Tykeson Hall and peaceful while we quickly created additional safeguards inside to allow interested students the opportunity to meet with our employer.

It really does take a village to support one another as we strive to uphold campus guidelines in balancing free speech and ensuring opposing views are also allowed to be expressed. And I'm still trying to figure out when Kevin has time to sleep…please get some rest. :)

With much appreciation,
Tina

Tina Haynes | UO '01 | She, Her, Hers
Employer Engagement Coordinator | University Career Center | Division of Student Life
thaynes@uoregon.edu | 541-346-6006 | 50 Tykeson Hall, Garden Level, Eugene OR 97403

From: Jennifer Espinola
Sent time: 11/17/2021 10:45:14 AM
To: Krista Dillon; Steve Stuckmeyer; Marcus Langford
Cc: Sandy Weintraub; Ray Sykes; Marcilynn Burke; Clarence Young
Subject: Need Assistance at Noon for Demonstration Coordination

---

Krista, Steve, and Marcus,

Our Green Business Initiative law student organization is having a speaker from the lumber industry at 12pm in the Knight Law Center room 141 to talk about "post-fire lumber salvage and sustainable forestry." In the last hour, they have seen messages and screenshots from an unidentified undergraduate student organization claiming that they plan to come and "disrupt" the event to prevent the speaker from talking.

Is the Demonstration Coordination team still operational? Could we get some help for the noon event? I plan to be there at 11:45am to check on things. I will have my mobile phone and can be reached at [redacted].

Thanks for assistance and guidance!

Jennifer Espinola

Jennifer Espinola, J.D. (she/hers)
Law Dean of Students
School of Law
http://law.uoregon.edu

Students may request an appointment with me here.

UNIVERSITY OF OREGON

From: Jove Rousseau
Sent time: 01/17/2022 09:34:27 PM
To: Chuck Triplett; Krista Dillon
Cc: Daphne Joubran; Deanna Heying; Kassy Fisher
Subject: Re: [Demonstration Message Board] GTFF COVID 19 Protest - Monday 1/18

Thanks Chuck for looping me in. I'll see to it that this goes out.

-Jove

Jove Rousseau
Operations and Executive Assistant
Office of VPFA

From: Chuck Triplett <clt@uoregon.edu>
Sent: Monday, January 17, 2022 9:13 PM
To: Krista Dillon
Cc: Daphne Joubran; Deanna Heying; Kassy Fisher; Jove Rousseau
Subject: Re: [Demonstration Message Board] GTFF COVID 19 Protest - Monday 1/18

Krista,

I agree that locking suite doors is probably a step too far given the circumstances. Copying Jove since I've noticed many of these type of messages come from him. Please let me know if you need any additional feedback or approvals. I think this is good to go.

Sincerely,

Chuck Triplett
Sent from my iPad

> On Jan 17, 2022, at 9:43 AM, Krista Dillon <kristam@uoregon.edu> wrote:
>
> -257 ?
> Hi there,
> Please see below about the protest outside Johnson hall tomorrow. Can you someone send a building notification? I copied the standard template that has been used in the past below. Since this is supposed to be outside only, I don't think we need to advise to lock suite doors – Chuck/Kassy – thoughts on that? I left that part in the template in case we decide that we do want to do that.
> Thanks
> Krista
>
> There will be a protest outside Johnson Hall today, most likely between 12:00 pm and 1:00 pm. 'a0 If you have appointments outside of the building during this time period, please consider leaving the building prior to the protest. 'a0 Similarly, if you have guests coming to Johnson Hall during this time you may want to consider using an alternate location for your meeting. 'a0 'a0[If recommendation is to close and/or lock suite doors, include that here.]
>
> As always, the safety of all members of our community is important. 'a0 Staff will be on hand to ensure that the rallying group is heard, and that work-place boundaries are observed. 'a0 If you have questions, please let me know.
>
> ---
>
> **From:** Orion Email <103692-71@reply.orion-uo.com>
> **Sent:** Monday, January 17, 2022 9:39 AM

To: Krista Dillon <kristam@uoregon.edu>
Subject: [Demonstration Message Board] GTFF COVID 19 Protest - Monday 1/18

1/17/2022 9:38:44 AM
Krista Dillon posted a new Message

GTFF COVID 19 Protest - Monday 1/18

GTFF is planning a COVID 19 protest outside Johnson Hall tomorrow 12-1. I will notify the VPFA office to start the Johnson Hall protocol. Is there a demo core team member (you would have received a text along with an email for this message) who can be on site to monitor? If so, please let me know directly. Anyone with additional information, please post to this thread.

Thanks,

Krista

https://www.instagram.com/gtff3544/

https://www.instagram.com/uo.studentinsurgent/

This email was sent to: Jamar Bean, Betsy Boyd, Justine Carpenter, Amanda Curler, Larissa Ennis, Kevin Farthing, Katherine Fisher, Jennifer Francois, Les Groscup, Rick Haught, Micah Howe, Saul Hubbard, Richie Hunter, Stacie Irvin, Kay Jarvis, Ken Kato, Marcus Langford, Lesli Larson, Andre Le Duc, Jennifer Lindsey, Kevin Marbury, Benjamin McNulty, Don Morris, Cassandra Moseley, Kelly Pembleton, Kate Petcosky, Lesley-Anne Pittard, Jessica Price, Kevin Reed, Matt Roberts, Fred Sabb, Lindsey Salfran, Mark Schmelz, Anna Schmidt, Karen Schneider, Devon Shea, Lauren Stanfield, Kathie Stanley, Vicki Strand, Greg Stripp, Steve Stuckmeyer, Cami Thompson, Chuck Triplett, Jason Wade, Justin White, Kristen Winter, Laurie Woodward

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From: Kassy Fisher
Sent time: 01/17/2022 10:12:39 PM
To: Chuck Triplett; Krista Dillon
Cc: Deanna Heying
Subject: Re: [Demonstration Message Board] GTFF COVID 19 Protest - Monday 1/18

Just approved the text Jove will use. We're all set.

> On Jan 17, 2022, at 9:13 PM, Chuck Triplett <clt@uoregon.edu> wrote:
>
> -257 ? Krista,
>
> I agree that locking suite doors is probably a step too far given the circumstances. Copying Jove since I've noticed many of these type of messages come from him. Please let me know if you need any additional feedback or approvals. I think this is good to go.
>
> Sincerely,
>
> Chuck Triplett
> Sent from my iPad
>
> > On Jan 17, 2022, at 9:43 AM, Krista Dillon <kristam@uoregon.edu> wrote:
> >
> > -257 ?
> > Hi there,
> > Please see below about the protest outside Johnson hall tomorrow. Can you someone send a building notification? I copied the standard template that has been used in the past below. Since this is supposed to be outside only, I don't think we need to advise to lock suite doors – Chuck/Kassy – thoughts on that? I left that part in the template in case we decide that we do want to do that.
> > Thanks
> > Krista
> >
> > There will be a protest outside Johnson Hall today, most likely between 12:00 pm and 1:00 pm. 'a0 If you have appointments outside of the building during this time period, please consider leaving the building prior to the protest. 'a0 Similarly, if you have guests coming to Johnson Hall during this time you may want to consider using an alternate location for your meeting. 'a0 'a0[If recommendation is to close and/or lock suite doors, include that here.]
> >
> > As always, the safety of all members of our community is important. 'a0 Staff will be on hand to ensure that the rallying group is heard, and that work-place boundaries are observed. 'a0 If you have questions, please let me know.
> >
> > ---
> >
> > **From:** Orion Email <103692-71@reply.orion-uo.com>
> > **Sent:** Monday, January 17, 2022 9:39 AM
> > **To:** Krista Dillon <kristam@uoregon.edu>
> > **Subject:** [Demonstration Message Board] GTFF COVID 19 Protest - Monday 1/18

1/17/2022 9:38:44 AM
Krista Dillon posted a new Message

GTFF COVID 19 Protest - Monday 1/18

GTFF is planning a COVID 19 protest outside Johnson Hall tomorrow 12-1. I will notify the VPFA office to start the Johnson Hall protocol. Is there a demo core team member (you would have received a text along with an email for this message) who can be on site to monitor? If so, please let me know directly. Anyone with additional information, please post to this thread.

Thanks,

Krista

https://www.instagram.com/gtff3544/

https://www.instagram.com/uo.studentinsurgent/

This email was sent to: Jamar Bean, Betsy Boyd, Justine Carpenter, Amanda Curler, Larissa Ennis, Kevin Farthing, Katherine Fisher, Jennifer Francois, Les Groscup, Rick Haught, Micah Howe, Saul Hubbard, Richie Hunter, Stacie Irvin, Kay Jarvis, Ken Kato, Marcus Langford, Lesli Larson, Andre Le Duc, Jennifer Lindsey, Kevin Marbury, Benjamin McNulty, Don Morris, Cassandra Moseley, Kelly Pembleton, Kate Petcosky, Lesley-Anne Pittard, Jessica Price, Kevin Reed, Matt Roberts, Fred Sabb, Lindsey Salfran, Mark Schmelz, Anna Schmidt, Karen Schneider, Devon Shea, Lauren Stanfield, Kathie Stanley, Vicki Strand, Greg Stripp, Steve Stuckmeyer, Cami Thompson, Chuck Triplett, Jason Wade, Justin White, Kristen Winter, Laurie Woodward

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From: Rick Haught
Sent time: 01/20/2022 02:57:00 PM
To: Orion Email <103709-71@reply.orion-uo.com>
Cc: Krista Dillon
Subject: RE: [Demonstration Message Board]

I talked with Michael from GTFF and suggested that if they can't go without amplification that I could help them move to the EMU Amphitheater. He said he understood but can't make the decision on his own. He has my cell and will let me know how the conversation goes. I do understand that the placement at Johnson Hall is theater and I don't anticipate a willingness to move. I will check back in here if or when I hear back from him.

Rick

From: Orion Email <103709-71@reply.orion-uo.com>
Sent: Thursday, January 20, 2022 2:37 PM
To: Krista Dillon <kristam@uoregon.edu>
Subject: [Demonstration Message Board]

1/20/2022 2:36:58 PM
Krista Dillon posted a new Comment to the Message titled Health & Safety Speak Out 01/21/22.

Quick update. Kris, Chuck and I will be on site tomorrow. I have asked Rick to reach out ahead of time to remind them of the amplified sound policies. We will post any updates here. Weill notify with the first post tomorrow. Any additional comments will be posted without notifications. If you would like to see updates, please plan on logging into Orion to monitor the chat. Thank you all for your patience as we work through how best to use this new system. Thanks, Krista

---

This email was sent to: Jamar Bean, Betsy Boyd, Justine Carpenter, Amanda Curler, Larissa Ennis, Kevin Farthing, Katherine Fisher, Jennifer Francois, Les Groscup, Rick Haught, Micah Howe, Saul Hubbard, Richie Hunter, Stacie Irvin, Kay Jarvis, Ken Kato, Marcus Langford, Lesli Larson, Andre Le Duc, Jennifer Lindsey, Kevin Marbury, Benjamin McNulty, Don Morris, Cassandra Moseley, Kelly Pembleton, Kate Petcosky, Lesley-Anne Pittard, Jessica Price, Kevin Reed, Matt Roberts, Fred Sabb, Lindsey Salfran, Mark Schmelz, Anna Schmidt, Karen Schneider, Devon Shea, Lauren Stanfield, Kathie Stanley, Vicki Strand, Greg Stripp, Steve Stuckmeyer, Cami Thompson, Chuck Triplett, Jason Wade, Justin White, Kristen Winter, Laurie Woodward

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From: Simon Ditton
Sent time: 03/10/2020 09:09:55 AM
To: Krista Dillon
Cc: Zach Earl
Subject: RE: Board meeting

Hi –

Please put Zach down for this one.

Thanks

Simon

From: Krista Dillon <kristam@uoregon.edu>
Sent: Monday, March 9, 2020 7:58 PM
To: Simon Ditton <sditton@uoregon.edu>
Subject: Board meeting

Hi there,

Can we have one of you for the Board public comment portion on Tuesday, march 17th 8:30 am – 1 pm ish at Ford Alumni Center? If so, let me know who it will be and I'll add them to our plan.

K

UNIVERSITY OF OREGON

Krista M. Dillon | Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu
(C) [redacted]

From: Vicki Strand
Sent time: 06/16/2021 12:05:42 PM
To: Donald Morris <Donald.Morris@uopd.org>; Krista Dillon
Subject: Re: Demo PLan

Thanks, Don.

Krista - I'll fold this into the plan.

Vicki

From: Donald Morris <Donald.Morris@uopd.org>
Sent: Wednesday, June 16, 2021 12:03 PM
To: Krista Dillon <kristam@uoregon.edu>; Vicki Strand <vrstrand@uoregon.edu>
Subject: Demo PLan

Here it is

Captain Don Morris
University of Oregon Police Department
2141 E 15th Avenue
Eugene, OR 97403

(541) 346-3041 (office)
[redacted] (cell)

From: Betsy Boyd
Sent time: 01/05/2022 11:00:52 AM
To: Douglas Park; Krista Dillon; Kelly Owens
Cc: Rubi Harney
Subject: RE: Demo Team Meeting Monday

Adding Rubi Harney (who can help with GCR calendars) and moving Matt and Hans to bcc.

I'll dig through email from past sessions to generate a list of who the key folks to include but fast thoughts are:

- EMU staff
- Comms rep or two
- Student Life rep or two
- Athletics rep (less essential since it's not a presidential year)
- Possible HR rep
- Who else???

From: Douglas Park <dougpark@uoregon.edu>
Sent: Wednesday, January 5, 2022 10:56 AM
To: Betsy Boyd <eaboyd@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Kelly Owens <kfowens@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>
Subject: Re: Demo Team Meeting Monday

Greetings:

Adding Kelly to help us hold a time whenever folks are ready.

Best, Doug

From: Betsy Boyd <eaboyd@uoregon.edu>
Date: Wednesday, January 5, 2022 at 10:49 AM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>, Hans Bernard <hbernard@uoregon.edu>, Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

Appreciate it!

From: Krista Dillon <kristam@uoregon.edu>
Sent: Wednesday, January 5, 2022 10:49 AM
To: Betsy Boyd <eaboyd@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

I don't think so. I can put that at the very beginning.
K

From: Betsy Boyd <eaboyd@uoregon.edu>
Sent: Wednesday, January 5, 2022 10:48 AM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

Yep – do you think the meeting is going to take the full hour?

From: Krista Dillon <kristam@uoregon.edu>
Sent: Wednesday, January 5, 2022 10:47 AM

To: Betsy Boyd <eaboyd@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

Yes, I was going to include that in the agenda. Are you able to join?
K

From: Betsy Boyd <eaboyd@uoregon.edu>
Sent: Wednesday, January 5, 2022 10:46 AM
To: Krista Dillon <kristam@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

Krista –

Circling back on this. Do you have candidate visits as an agenda item for today's meeting? Do you want me to speak to it? I'm asking because normally Hans/Matt and I have a meeting with Jane Gordon.

Separately, I'll work with the OGC's office to look for a time in March for the conversation about candidate visits, HR reminders, etc. (as discussed below). I'm copying Doug since he's often taken point in the GC's office on these issues and the two of us can come up with a cunning plan on who should be involved with the smaller focus conversation. -Betsy

---

From: Krista Dillon <kristam@uoregon.edu>
Sent: Friday, December 10, 2021 4:22 PM
To: Laurie Woodward <lauriew@uoregon.edu>; Betsy Boyd <eaboyd@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Rick Haught <rickh@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

Thanks Betsy,
We can add this to the agenda for the meeting in early in January. Happy to participate in the other meeting as well.
K

From: Laurie Woodward <lauriew@uoregon.edu>
Sent: Friday, December 10, 2021 11:25 AM
To: Betsy Boyd <eaboyd@uoregon.edu>; Krista Dillon <kristam@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Rick Haught <rickh@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

You make a very good point Betsy!

Laurie

From: Betsy Boyd
Sent: Friday, December 10, 2021 9:44 AM
To: Krista Dillon <kristam@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>
Cc: Matt Roberts <mroberts@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Hans Bernard <hbernard@uoregon.edu>; Laurie Woodward <lauriew@uoregon.edu>; Rick Haught <rickh@uoregon.edu>; Douglas Park <dougpark@uoregon.edu>
Subject: RE: Demo Team Meeting Monday

Krista and Andre –

Given all the activism that we are likely to see on campus around the 2022 elections (open congressional seats and open governor's seat plus the Senate race and whatever ballot measures emerge), might we include a brief agenda item about candidate visits? The purpose would be to remind folks to communicate with GCR staff about candidate visits and, for those who aren't frequent flyers on these visits like our EMU colleagues, that there are rules guiding space/equal access, etc. where the General Counsel's office is a resource.

Separately from the demonstration group, we might want to convene some time in March (after the Feb session/before we get

too far into spring break) the core group of folks we've organized previously who think about visits in presidential years to set a timeframe for the HR reminders to campus about not using public resources, etc.

Copying our EMU colleagues and Doug Park since they navigate a lot of this (and may feel a second meeting is unnecessary). - Betsy

From: Krista Dillon <kristam@uoregon.edu>
Sent: Wednesday, December 8, 2021 11:00 AM
To: Kris Winter <winterk@uoregon.edu>; Don Morris <dmorris@uoregon.edu>; Jason Wade <jwade@uoregon.edu>; Rick Haught <rickh@uoregon.edu>; Amanda Curler <ahatch@uoregon.edu>; Andre Le Duc <leduc@uoregon.edu>; Benjamin McNulty <bmcnulty@uoregon.edu>; Betsy Boyd <eaboyd@uoregon.edu>; Cami Thompson <cami@uoregon.edu>; Cassandra Moseley <cmoseley@uoregon.edu>; Chuck Triplett <clt@uoregon.edu>; Devon Shea <dshea@uoregon.edu>; Fred Sabb <fws@uoregon.edu>; Greg Stripp <stripp@uoregon.edu>; Jamar Bean <jbean2@uoregon.edu>; Jennifer Lindsey <jlindsey@uoregon.edu>; Jennifer Winters <jwinters@uoregon.edu>; Jessi Steward <steward@uoregon.edu>; Jessica Price <jgprice@uoregon.edu>; Justine Carpenter <JustineCarpenter@uoregon.edu>; Kassy Fisher <kmfisher@uoregon.edu>; Kay Jarvis <kdjarvis@uoregon.edu>; Keith Frazee <kfrazee@uoregon.edu>; Kelly Pembleton <kpemblet@uoregon.edu>; Kevin Reed <ksreed@uoregon.edu>; Kevin Marbury <kmarbury@uoregon.edu>; Larissa Ennis <lennis@uoregon.edu>; Lauren Stanfield <lemiller@uoregon.edu>; Laurie Woodward <lauriew@uoregon.edu>; Les Groscup <lgroscup@uoregon.edu>; Lesley-Anne Pittard <lpittard@uoregon.edu>; Lesli Larson <lalarson@uoregon.edu>; Lindsey Salfran <lsalfran@uoregon.edu>; Marcus Langford <mlangfor@uoregon.edu>; Mark Schmelz <mschmelz@uoregon.edu>; Matt Roberts <mroberts@uoregon.edu>; Micah Howe <howem@uoregon.edu>; Richie Hunter <richieh@uoregon.edu>; Saul Hubbard <saulh@uoregon.edu>; Stacie Irvin <irvin@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Vicki Strand <vrstrand@uoregon.edu>; Jason Wade <jason.wade@uopd.org>; Donald Morris <Donald.Morris@uopd.org>
Cc: Jennifer Espinola <espinola@uoregon.edu>
Subject: Demo Team Meeting Monday

Hello,
I wanted to share some information in preparation for our demo team meeting Monday. Kris Winter and I have made some edits to our demo plan. We've linked that draft below for you to review ahead of time. A couple of highlights:

- We are shifting to a core team of people who will be engaged in planning with campus stakeholders who may be engaged depending on the situation or location and those where knowledge of demos/protests is helpful to their operations. The list in the current draft may not be all the way up to date yet, so we hope to get your feedback on any missing stakeholders.
- We are going to be moving demo team coordination from Teams chat to Orion, our situation awareness tool.

Here is our agenda for Monday.

1. Debrief event at Law School that was disrupted a couple weeks ago.
2. General Plan review
3. Orion tool overview and training
4. Detailed plan review with Core team

Here is the link to the draft plan, please use comments feature to provide feedback: Demonstration Annex 120821.docx

Thanks,
Krista

UNIVERSITY OF OREGON

Krista M. Dillon | Senior Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu

Annex
Demonstration

Lead Departments

Safety and Risk Services, Student Life, General Counsel, Scheduling and Event Services

Purpose

Demonstrations are visible actions designed to advocate a position on a particular issue. Most are peaceful, although they may occasionally cause a disturbance or disruption.

In accordance with the National Incident Management System (NIMS), this annex describes procedures to follow if a demonstration occurs on university property. The University will take a tiered approach to responding to demonstrations on campus in an effort to address any issues that might arise at the lowest engagement level possible.

University administrators (Safety & Risk Services, Student Life, Community Relations, Finance & Administration) will work with demonstration groups first and may utilize UO Communications support, and the Bias Education Response Team. If law enforcement needs to be engaged, UO Police Department will be called. **(541-346-2919, press 0)**

Issues should be addressed at the lowest engagement level possible. University agency administrators will be consulted if engagement moves toward law enforcement action. *Law enforcement action should only be considered as a last resort.*

Situation and Assumptions

Response Team

An interdisciplinary response team ("Team") will be used to manage community education and demonstration requests, monitor and assess activity, plan and manage responses as needed and coordinate communication between activist groups and the university. The Team is structured into two parts: a core team and campus stakeholders. Team members include:

Core Team:

- Krista Dillon, SRS
- Kris Winter, Student Life
- Vicki Strand, SRS
- Matt Roberts, CGR
- Rick Haught, EMU
- Kay Jarvis, Comms
- Chuck Triplett, Provost's Office

- Don Morris, UOPD
- Kevin Reed, GC
- Jessica Price, GC

Campus Stakeholders

- Simon Ditton, SRS
- Kassy Fisher, Provost's Office
- Karen Hyatt, GCR
- Cami Thompson, GCR
- Andre Le Duc, SRS
- Kevin Marbury, Student Life
- Kathie Stanley, Student Life
- Marcus Langford, Student Life
- Jessi Steward, EMU
- Laurie Woodward, EMU
- Benjamin McNulty, UOPD
- Saul Hubbard, Comms
- Karen Schneider, EMU
- Devon Shea, Athletics
- Mike Duncan, Athletics
- Kevin Farthing, CPFM
- Kelly Pembleton, DEI
- Anna Schmidt-McKenzie, Housing
- Keith Frazee, SSEM
- Kate Petosky, Research
- Becky Girvan, ASUO
- Jamar Bean, DEI
- Betsy Boyd, GCR
- Justine Carpenter, Student Life
- Amanda Curler, SRS
- Larissa Ennis, GCR
- Les Groscup, Athletics
- Micah Howe, SSEM
- Richie Hunter, Comms
- Stacie Irvin, SSEM
- Lesli Larson, Comms
- Jennifer Lindsey, Comms
- Lesley-Ann Pittard, DEI

DRAFT

- Fred Sabb, Research
- Lindsey Salfran, SRS
- Mark Schmelz, HR
- Lauren Stanfield, SSEM
- Steve Stuckmeyer, EHS
- Greg Stripp, Office of the President
- Jason Wade, UOPD
- Jennifer Winters, Comms

DRAFT

Checklists for the following scenarios are included below:

- On Campus Protests/Demonstrations
- On and Off Campus Marches
- Tree Sitting

In addition, the plan includes the following appendices:

A. Sample Event Plan
B. Crisis Communications Plan
C. Board Meeting Disruption Protocol
D. Johnson Hall Demonstration Protocol
E. Sound Production Enforcement Guidelines
F. Disruption Script

DRAFT

On-Campus Demonstration Protocol

Position	Time	Action	Initials
[redacted]			

[redacted]

DRAFT

The following response protocol applies to DEMONSTRATIONS or MARCHES that start on campus and lead off campus, or start off campus and go onto campus:

On / Off Campus March Protocol			
Position	**Time**	**Action**	**Initials**
[redacted]			

[redacted]

Tree Sitting Demonstration

Position	Time	Action	Initials
[redacted]			

Appendix A: Sample Event Plan

Event Disruption Plan: [Event Name]

Date and Time:

Summary: Describe the event, significance, potential disruption.

Demonstration Team Staffing:

Name	Dept	Cell Phone

DRAFT

General Event Safety Information

- [Describe UOPD actions to provide for general security, if planned.]
- Police Officers are available through (541) 346-2919, press 0 if anyone observes unsafe activity at any time during the event.
- For Life/Safety emergencies, dial 911.

Orion Posting

Orion will be used to communicate within the demonstration group and to members of leadership.

Demonstrations/Protests Throughout the Event

[redacted]

Demo Team Actions and Script:

a. Demo Team Response:

1. Introduce yourself and explain why you approached them using a variation of this language: **"I want to let you know that your actions are considered a disruption of teaching, research, administration or other institutional activities**

which may be a violation of the Proscribed Conduct policy. As a University official, I am asking you to stop."

2. Wait a moment.
3. Reiterate: **"I just informed you who I am and how your actions are disrupting scheduled events at the university. You have not complied with my reasonable directive as a university official. You need to stop immediately. Continuation of this activity may result in disciplinary and/or legal consequences."**

[redacted]

Ceremony Disruptions

This script is an example that should be adjusted based on the needs of the event and available personnel to engage with protestors.

Actions and Script:

[redacted]

1. *"Please do not interrupt our event. That is disrespectful to everyone present for this historic day. Please let me continue."*

[redacted]

"Student and guests, we apologize for the disruption. The program will resume in a moment. To the people who are disrupting this event - your actions are considered a disruption to institutional activities which may be a violation of the UO Proscribed Conduct Policy. As a University official, I am asking you to stop immediately. We invite you to have your voices heard at the appropriate time and place. Please stop so the event can continue."

[redacted]

Appendix B: Crisis Communications

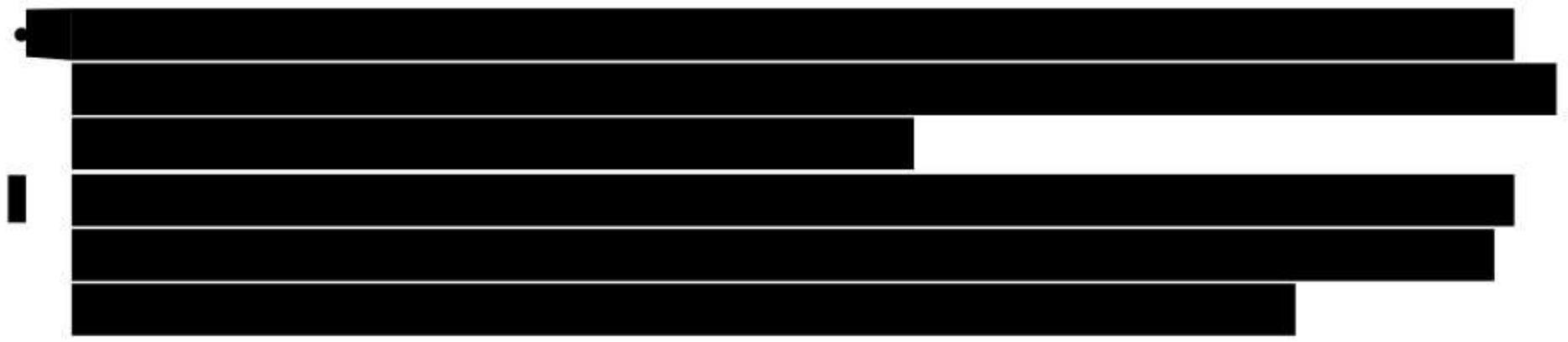
Revision Date: 2019-03-15

Assumptions: A demonstration event that requires the use of the Demonstration Hazard Annex and activation of the IMT has moved beyond the standard passive or low-level monitoring and response that occurs several times throughout each year; this type of demonstration is unruly, significantly disruptive and threatens to harm people and damage property. Also, the communications activities described do not include the liaison activities that attempt to influence demonstrator behaviors or gather intelligence on demonstration activities.

Messaging tools:

- UOAlert Emergency Notification (Everbridge email and SMS text)
- Alerts blog
- Video displays
- Police in-car loudspeakers
- UO home page update (for serious events involving campus closure, widespread damage, multiple injuries, or national media attention)
- FlashAlert
- Around the O (after incident)
- CPFM Work Control (for specific building or area impacts)

[redacted]



Sample messages:

SAMPLE MESSAGE #1

Text: Unruly demonstration at [location]. Avoid area or stay inside. alerts.uoregon.edu

Email: An unruly demonstration is happening at [location] that may disrupt normal operations, including sidewalk and street traffic, access to buildings, and campus noise standards. Please avoid the area or stay in a secure location as appropriate.

The university and law enforcement are aware of the situation and responding in a way that prioritizes personal safety and seeks to minimize escalation or violence. Visit alerts.uoregon.edu for more information when available.

SAMPLE MESSAGE #2

Text: Unruly demonstration growing/moving to [location]. Avoid area or stay inside/leave area immediately if safe. alerts.uoregon.edu

Email: The unruly demonstration reported at [time] at [location] is growing in attendance/moving toward [direction]. Please continue to avoid the area or stay in a secure location as appropriate. ALTERNATIVE: If you are in or near [target location] please leave the area immediately if it is safe to do so and move [direction opposite the demonstration direction] and continue off campus property.

Please follow any instructions of UO or law enforcement you encounter. UO and law enforcement continue to track the situation and respond in a way that prioritizes personal

safety and seeks to minimize escalation or violence. Visit alerts.uoregon.edu for more information when available.

UO HOME PAGE MESSAGE/FLASH ALERT MESSAGE:

An unruly demonstration has been reported on the UO campus. Students and employees have been sent instructions and officials are responding in a way that prioritizes personal safety and seeks to minimize escalation or violence. See alerts.uoregon.edu for more information.

SAMPLE MESSAGE #3

The university encourages discussion and debate around the important issues of the day. It is an inherent part of the mission of a great public university. The university has many locations where students are able to share their message and our student life team works proactively with groups to

identify spaces where demonstrators can make their voices heard safely and without disrupting the education experience of our students or the business functions of the university.

DRAFT

Appendix C: Board Meeting Action Summary

[redacted]

Appendix D: Johnson Hall Protocol

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

IV. Building occupant template to be sent by Office of the VPFA

Dear Johnson Hall occupants:

We are expecting demonstration activity outside Johnson Hall tomorrow, XXXX, Month Date, between the hours of XXXand XXX.

If you have appointments outside of the building during this time period, please consider leaving the building prior to the protest. Similarly, if you have guests coming to Johnson Hall during this time you may want to consider using an alternate location for your meeting.

As always, the safety of all members of our community is important. Staff will be on hand to ensure that the rallying group is heard, and that workplace boundaries are observed.

If you have questions, please let our office know.

Appendix E: Amplified Sound Enforcement

The UO Scheduling and Event Services (SES) Current Procedures and Practices document, spells out how amplified sound can be scheduled and used on campus. The procedures indicate that:

> *Weekdays (Monday – Friday) between 8:00 am and 6:00 pm during the academic term, outdoor amplified sound (including microphones, amps and bullhorns) will only be permitted in the EMU Amphitheater and must be scheduled by SES.*[3]

Any use of amplified sound outside of the EMU Amphitheater and that exceeds the limits described in the SES Procedures[4] is considered an obstruction or disruption of teaching, research, administration, disciplinary procedures, or other institutional activities and can be considered a violation of the University of Oregon's Proscribed Conduct Policy.[5] Sanctions may be instituted against any person utilizing amplified sound outside of the approved methods.

Guidelines

Ideally, if the event is pre-planned the demo team will have reached out to share the guidelines ahead of time. If that is not the case, the following can be used.

Find an event organizer who is not in the moment using amplified sound or sound production. Talk to them about the guidelines for amplified sound or sound production.

Introduce yourself (name and title). Ask for their name.

Advise the person that:

- The use of amplified sound or sound production is considered a disruption of teaching, research, administration or other institutional activities
- You are directing them to stop using amplified sound or sound production immediately.
- Not following your direction is a violation of the Proscribed Conduct policy.

Give them the opportunity to correct/address the issue.

Advise the person again that:

- Amplified sound or sound production is a disruption.
- That they have not complied with your request as a university official.
- They need to cease use of amplified sound immediately.
- Continuation of this activity may result in disciplinary and/or legal consequences.

Give them another opportunity to correct/address the issue.

Advise the person again that:

_____

[3] https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/SES-Procedures-v1-8.10.18.pdf
[4] https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/SES-Procedures-v1-8.10.18.pdf
[5] https://policies.uoregon.edu/proscribed-conduct

- They have been advised of the policy and asked to stop.
- They have failed to comply with your reasonable directive.
- You are going to document their behavior/disregard for potential disciplinary and/or legal consequences.

Document in writing the following and post to the Orion thread on the event:

- Date/Time
- Person you interacted with including name, if known
- What you asked of them and their response

From there, demo team leads will forward the information onto the appropriate group (e.g., Human Resources, Student Conduct, etc…)

INFORMATION TO HAVE ON HAND IF ASKED WHY THIS IS BEING ENFORCED NOW:

- The University respects everyone's right to speak, but we also need to balance that with the need to limit disruptions to our academic, research and administrative functions.
- Similar to other campuses around the country, the University has seen a significant increase in disruptive activities since 2017. As a result, our practice is to take action to limit these disruptions.
- The university applies these standards consistently among groups and in a manner neutral to the viewpoints expressed.

Appendix F: Disruption Script

In Case of Disruption During Official UO Business

Last modified 12:22 pm/Oct. 12, 2017

Meeting Facilitator:

We respect your right to voice your opinion. I ask that you allow this event to continue.

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to those who gathered for this event. If you do not bring your demonstration to an end immediately, we will suspend this event until you do. Continuing this demonstration could constitute a violation of the UO's Proscribed Conduct Policy and the Student Code of Conduct.

In Case of Disruption During Official UO Classes

Last modified 2:00 pm 12/30/19

We respect your right to voice your opinion. I ask that you allow this class to continue.

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to those taking this class. . Continuing this demonstration could may be a violation of the Proscribed Conduct Policy.

From: Jennifer Espinola
Sent time: 11/17/2021 04:19:16 PM
To: Krista Dillon; Kris Winter; Marcus Langford; Sandy Weintraub
Subject: Re: Friday

Thanks. I just met with the student leaders from the group hosting the event today. They brought me the flyers the protesting group left behind. I will send those over to Marcus. And I got some screenshots of things online and some photos I will also send along.

I am leaving town tomorrow but Sandy (copied) will be here on Friday in case something comes up with the other event. We are not predicting an issue there, but I told the students to let Sandy know if they hear of anything.

Thanks, all, for your help today!



From: Krista Dillon <kristam@uoregon.edu>
Date: Wednesday, November 17, 2021 at 4:12 PM
To: Jennifer Espinola <espinola@uoregon.edu>
Cc: Kris Winter <winterk@uoregon.edu>, Marcus Langford <mlangfor@uoregon.edu>
Subject: Friday

Hi Jennifer,
I'm looping in Kris and Marcus about Friday's event. They can be POC for demo team should something pop up. Please let us know who from Law School may be the point. Hopefully since Friday is the counterpoint, there won't be any issues.
K

UNIVERSITY OF OREGON

Krista M. Dillon | Senior Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu

From: Jennifer Espinola
Sent time: 11/17/2021 11:01:50 AM
To: Marcus Langford; Krista Dillon; Steve Stuckmeyer
Cc: Sandy Weintraub; Ray Sykes; Marcilynn Burke; Clarence Young
Subject: Re: Need Assistance at Noon for Demonstration Coordination

---

Thank you, all!



From: Marcus Langford <mlangfor@uoregon.edu>
Date: Wednesday, November 17, 2021 at 10:53 AM
To: Krista Dillon <kristam@uoregon.edu>, Jennifer Espinola <espinola@uoregon.edu>, Steve Stuckmeyer <stuckmyr@uoregon.edu>
Cc: Sandy Weintraub <sandymw@uoregon.edu>, Ray Sykes <rgsykes@uoregon.edu>, Marcilynn Burke <maburke@uoregon.edu>, Clarence Young <cyoung3@uoregon.edu>
Subject: RE: Need Assistance at Noon for Demonstration Coordination

Thanks Krista.

I'm booked through lunch today. However, text me if the need arises and I can step away from my lunch meeting and head over.

--MRL

From: Krista Dillon <kristam@uoregon.edu>
Sent: Wednesday, November 17, 2021 10:47 AM
To: Jennifer Espinola <espinola@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Marcus Langford <mlangfor@uoregon.edu>
Cc: Sandy Weintraub <sandymw@uoregon.edu>; Ray Sykes <rgsykes@uoregon.edu>; Marcilynn Burke <maburke@uoregon.edu>; Clarence Young <cyoung3@uoregon.edu>
Subject: RE: Need Assistance at Noon for Demonstration Coordination

I can head over. At 11:45. I'll also ping our demo team

K

From: Jennifer Espinola <espinola@uoregon.edu>
Sent: Wednesday, November 17, 2021 10:45 AM
To: Krista Dillon <kristam@uoregon.edu>; Steve Stuckmeyer <stuckmyr@uoregon.edu>; Marcus Langford <mlangfor@uoregon.edu>
Cc: Sandy Weintraub <sandymw@uoregon.edu>; Ray Sykes <rgsykes@uoregon.edu>; Marcilynn Burke <maburke@uoregon.edu>; Clarence Young <cyoung3@uoregon.edu>
Subject: Need Assistance at Noon for Demonstration Coordination
Importance: High

Krista, Steve, and Marcus,

Our Green Business Initiative law student organization is having a speaker from the lumber industry at 12pm in the Knight Law Center room 141 to talk about "post-fire lumber salvage and sustainable forestry." In the last hour, they have seen messages and screenshots from an unidentified undergraduate student organization claiming that they plan to come and "disrupt" the event to prevent the speaker from talking.

Is the Demonstration Coordination team still operational? Could we get some help for the noon event? I plan to be there at 11:45am to check on things. I will have my mobile phone and can be reached at [redacted].

Thanks for assistance and guidance!

Jennifer Espinola

Jennifer Espinola, J.D. (she/hers)
Law Dean of Students
School of Law
http://law.uoregon.edu

Students may request an appointment with me here.

UNIVERSITY OF OREGON

From: Jennifer Espinola
Sent time: 11/17/2021 04:35:24 PM
To: Marcus Langford; Krista Dillon; Kris Winter; Sandy Weintraub
Subject: Re: Post-event info

Sorry – I forgot to say that the list of students who signed in is in an Excel file in the folder where my photos are. The students highlighted in Green are law students who stayed in the room after the protesters left.



From: Jennifer Espinola <espinola@uoregon.edu>
Date: Wednesday, November 17, 2021 at 4:32 PM
To: Marcus Langford <mlangfor@uoregon.edu>, Krista Dillon <kristam@uoregon.edu>, Kris Winter <winterk@uoregon.edu>, Sandy Weintraub <sandymw@uoregon.edu>
Subject: FW: Post-event info

Here's some information on the groups who protested today - https://forestdefensenow.wordpress.com/2021/11/17/students-disrupt-timber-industry-presentation/

The UO students are in the Climate Justice League campus group.

And my photos are here - [redacted]

Thanks!



From: [redacted]
Date: Wednesday, November 17, 2021 at 4:09 PM
To: Jennifer Espinola <espinola@uoregon.edu>
Subject: Post-event info

Here is the Twitter for the group that showed up. https://twitter.com/CascadiaFD?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

> Cascadia Forest Defenders (@CascadiaFD) | Twitter
>
> The latest Tweets from Cascadia Forest Defenders (@CascadiaFD). a grassroots collective committed to the defense of our forests and our climate on stolen indigenous land.

cascadiaforestdefenders@protonmail.com. Cascadia
>
> twitter.com

Best,
[redacted]

[redacted]
University of Oregon School of Law
[redacted]



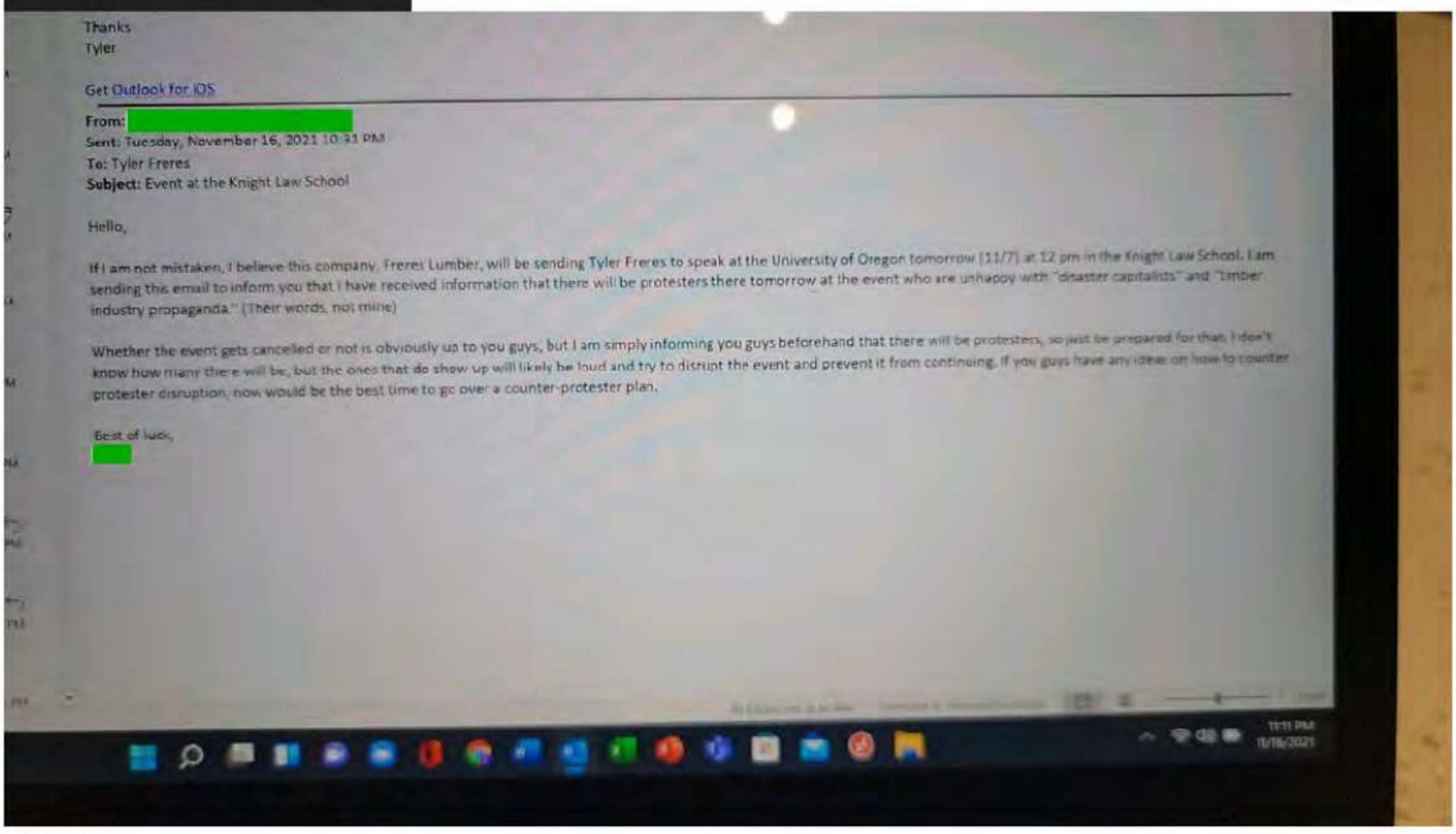
From: Debbie Sharp
Sent time: 02/03/2022 09:49:07 PM
To: Krista Dillon
Subject: Re: President's Forum

Thanks very much, Krista. I appreciate the help. I will find 30mins for everyone next week.

> On Feb 3, 2022, at 18:30, Krista Dillon <kristam@uoregon.edu> wrote:
>
> -257 ?
> I'm happy to help plan. I'm out most of tomorrow but can connect early next week.
> K
>
> Get Outlook for iOS
>
> ---
>
> **From:** Debbie Sharp <dsharp@uoregon.edu>
> **Sent:** Thursday, February 3, 2022 5:47:58 PM
> **To:** Krista Dillon <kristam@uoregon.edu>
> **Subject:** President's Forum
>
> Hi Krista,
>
> I am pulling together a group to plan for the Feb 15 President's Forum on Tuition. Specifically, the group is going to talk about potential for disruption and what to do in the event of a disruption. Who would you recommend attend from the demonstration team?
>
> The attendance list for the meeting is:
> - VP Hunter
> - Jamie
> - Kevin Marbury
> - Greg Stripp
> - Deborah Butler
> - Maybe Kay Jarvis/Saul Hubbard from Comms
>
> Who would be the best person to bring in from the demo team? (I don't have an updated list of who is on that team).
>
> Thanks,
>
> Debbie
>
> **Debbie Sharp**
> Project Manager
> Office of the Vice President for Finance and Administration
> University of Oregon
> Office phone: 541-346-3096
> https://vpfa.uoregon.edu/
> Pronouns: she/her/hers
>
> *The UO is located on Kalapuya Ilihi, the traditional indigenous homeland of the Kalapuya people. Read the full statement Honoring Native People and Lands.*

From: Jenn fer Espinola
Sent time: 11/17/2021 12:2 :20 PM
o: Kr sta D lon
Cc: Kris Winter
Subject: Re: script
Attachments: image001.png





Thanks
Tyler

Get Outlook for iOS

From:
Sent: Tuesday, November 16, 2021 10:31 PM
To: Tyler Freres
Subject: Event at the Knight Law School

Hello,

If I am not mistaken, I believe this company, Freres Lumber, will be sending Tyler Freres to speak at the University of Oregon tomorrow (11/7) at 12 pm in the Knight Law School. I am sending this email to inform you that I have received information that there will be protesters there tomorrow at the event who are unhappy with "disaster capitalists" and "timber industry propaganda." (Their words, not mine)

Whether the event gets cancelled or not is obviously up to you guys, but I am simply informing you guys beforehand that there will be protesters, so just be prepared for that. I don't know how many there will be, but the ones that do show up will likely be loud and try to disrupt the event and prevent it from continuing. If you guys have any ideas on how to counter protester disruption, now would be the best time to go over a counter-protester plan.

Best of luck,

Sent from my iPhone

On Nov 17, 2021, at 11 49 AM, Krista Dillon <kristam@uoregon.edu> wrote

-257 ?
We respect your right to voice your opinion. I ask that you allow this event to continue.

While I appreciate you wanting to make your voice heard this is a disruption of an official university function. I ask that you bring your demonstration to an end.

Your actions are disrespectful to those participating in this event/meeting. . Continuing this demonstration could constitute a violation of the Proscribed Conduct Policy

<image001.png>

Krista M. Dillon | Senior Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu

UNIVERSITY OF OREGON

From: Jessica Price
Sent time: 01/10/2022 03:06:40 PM
To: Kevin Reed; Krista Dillon
Cc: Kris Winter
Subject: [redacted]

[redacted]

From: Kevin Marbury
Sent time: 11/09/2021 01:23:39 PM
To: Krista Dillon; Paul Timmins; Kate Werdebaugh; Johanna Seasonwein; Dani Amtmann
Subject: RE: update on a potential protest

I will also get over there between 2:30 and 3 pm

Kevin M

From: Krista Dillon
Sent: Tuesday, November 9, 2021 12:04 PM
To: Paul Timmins <ptimmins@uoregon.edu>; Kate Werdebaugh <kate@uoregon.edu>; Johanna Seasonwein <jgseason@uoregon.edu>; Dani Amtmann <damtmann@uoregon.edu>
Cc: Kevin Marbury <kmarbury@uoregon.edu>
Subject: RE: update on a potential protest

Quick correction, now I see that the teach in is at 3 pm. I'll plan on coming over around 2:30, but please call if anything bubbles up before then.
K

From: Krista Dillon
Sent: Tuesday, November 9, 2021 11:53 AM
To: Paul Timmins <ptimmins@uoregon.edu>; Kate Werdebaugh <kate@uoregon.edu>; Johanna Seasonwein <jgseason@uoregon.edu>; Dani Amtmann <damtmann@uoregon.edu>
Cc: Kevin Marbury <kmarbury@uoregon.edu>
Subject: FW: update on a potential protest
Importance: High

Hi Paul,
Kevin passed along your questions. I lead our demonstration team on campus. I can plan to work on site tomorrow morning to keep an eye on things. Do you know if there is a small conference room or a vacant office I could work out of? In response to your questions, please see below.

Because our buildings are open to the public, we cannot block protestors from coming into the building. If they do interrupt operations, we can ask them to stop. I'll plan on being around and if I need to be gone, I'll have a back up person available so that they can have those conversations.

Have you given the CIA recruiting staff a heads up? If not, it would be a good idea to share with them that posting Kevin shared. I can swing by the start of the info session tonight in Lillis.

My cell is

Thanks,
Krista

From: Kevin Marbury <kmarbury@uoregon.edu>
Sent: Tuesday, November 9, 2021 11:46 AM
To: Krista Dillon <kristam@uoregon.edu>
Subject: FW: update on a potential protest
Importance: High

Krista, here's the email I got back from Paul and his team. Let me know if there is anything you need from me at this point.

Kevin

From: Paul Timmins
Sent: Tuesday, November 9, 2021 10:58 AM
To: Kevin Marbury <kmarbury@uoregon.edu>

Cc: Kate Werdebaugh <kate@uoregon.edu>; Johanna Seasonwein <jgseason@uoregon.edu>; Dani Amtmann <damtmann@uoregon.edu>
Subject: RE: update on a potential protest
Importance: High

Thanks for this, and I've alerted my team. FYI, the CIA is doing an info session tonight from 5-7 p.m. in 111 Lillis, drop-ins with students throughout the day tomorrow in the Career Center, and then another group session on Wednesday afternoon at 4:30 in the classroom in the Tykeson basement, across from our office.

I've asked my team to send me their questions, and want to work to help them feel safe.

Some that already have been given to me:

- Are protesters allowed inside Tykeson?
- If protesters are inside Tykeson and disrupt our office's operation, and don't respond to our request to stop, do we contact UOPD? Or….?

I will be on-site throughout the day tomorrow and prepared to support my team as needed.

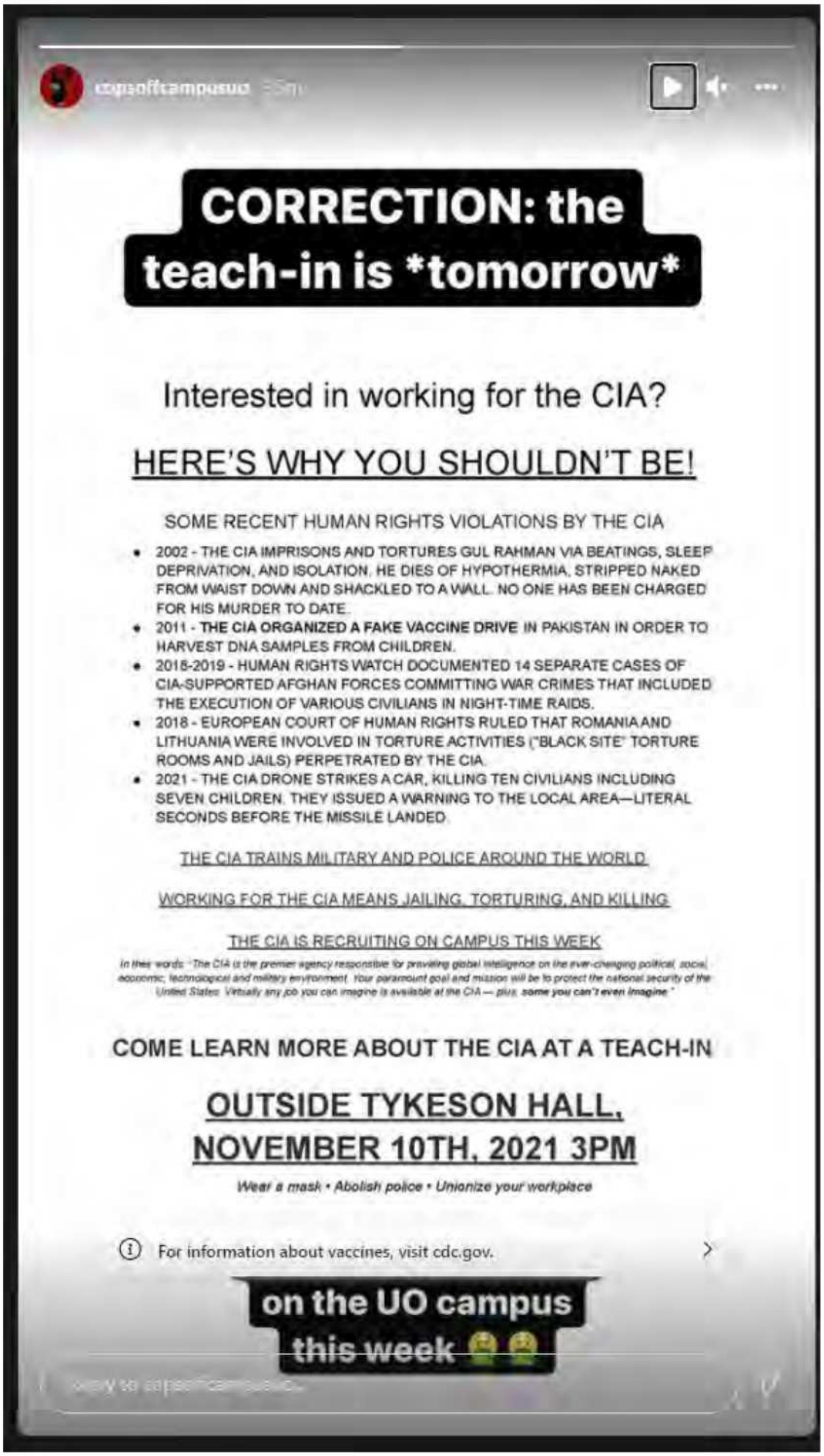
Paul

From: Kevin Marbury
Sent: Tuesday, November 9, 2021 10:27 AM
To: Paul Timmins <ptimmins@uoregon.edu>
Subject: update on a potential protest
Importance: High

Good morning Paul,

Just been made aware of the following. I believe the CIA is recruiting today and tomorrow so wanted to be sure you are aware of this potential event. This is all I have thus far but the UO demonstration team is aware and looking into things. Reach out if you want to discuss.

KM



UNIVERSITY OF OREGON

R. Kevin Marbury, Ph.D., Vice President
Division of Student Life
University of Oregon
6203 University of Oregon, Eugene, OR 97403-6203
p: 541-346-1137, Amanda Rosenberg, Acting Assistant to the VPSL
e: kmarbury@uoregon.edu
w: vpsl.uoregon.edu
NOTICE: This e-mail (including attachments) is covered by the Electronic Communications Privacy Act, 18 U.S.C._2510-2521, is confidential and may be privileged. If you are not the intended recipient, please be aware that any retention, dissemination, distribution, or copying of this communication is prohibited. Please reply to the sender that you have received the message in error, and then delete it and any attachments from your system. Thank you for helping to maintain privacy.

From: Krista Dillon
Sent time: 11/17/2021 11:49:02 AM
To: Jennifer Espinola; Krista Dillon; Kris Winter
Subject: script

We respect your right to voice your opinion. I ask that you allow this event to continue.

_____

While I appreciate you wanting to make your voice heard, this is a disruption of an official university function. I ask that you bring your demonstration to an end.

_____

Your actions are disrespectful to those participating in this event/meeting. . Continuing this demonstration could constitute a violation of the Proscribed Conduct Policy

UNIVERSITY OF OREGON

Krista M. Dillon | Senior Director of Operations
Safety and Risk Services
1260 University of Oregon | Eugene, OR 97403-1260
(W) (541) 346-3588 | kristam@uoregon.edu

From: Tina Haynes
Sent time: 11/09/2021 01:08:58 PM
To: Krista Dillon; Rick Haught; Paul Timmins
Subject: UO Statement on Freedom of Speech

Hi Krista--thanks for the support in having members on site tomorrow in the event of any issues occurring. To be honest, I'm a little more concerned about tonight's (11/9) general CIA career info session 5pm-7pm in 111 Lillis in which we have 84 student RSVPs rather than the 1:1 sessions attended by only a few students here in Tykeson WED 11/10.

In the event we have issued at tonight's session who should I contact first--UOPD or you. If it's you would it be possible to get your cell #? Much thanks, Tina

-----Original Message-----

From: Krista Dillon

Sent: Tuesday, November 9, 2021 12:30 PM

To: Rick Haught <rickh@uoregon.edu>; Tina Haynes <thaynes@uoregon.edu>

Cc: Paul Timmins <ptimmins@uoregon.edu>

Subject: RE: UO Statement on Freedom of Speech

Thanks Rick,

Tina, I also shared with Paul that we will have members of our demonstration team on site tomorrow and we can take the lead on responding to any issues. I've also provided my cell phone in case something pops up before that time.

Thanks,

Krista

-----Original Message-----

From: Rick Haught <rickh@uoregon.edu>

Sent: Tuesday, November 9, 2021 12:22 PM

To: Tina Haynes <thaynes@uoregon.edu>

Cc: Krista Dillon <kristam@uoregon.edu>; Paul Timmins <ptimmins@uoregon.edu>

Subject: UO Statement on Freedom of Speech

Hello Tina

Welcome to the messy world of freedom of expression. A few years ago UO made the decision that we would no longer have free speech zones, and that the entire campus will be open for speech. That was a decision informed by various court cases that basically said that free speech zones are inconsistent with the First Amendment.

We have a pretty good track record of accommodating free speech on campus. The few tools we have to shape the activities are the limits of time, place and manner. For instance, if free speech activity is disruptive to the business of the university, then we can redirect the persons speaking to a different place on campus where their presence is not disruptive. We dont allow amplified sound on campus between 8:00am-6:00pm Monday-Friday. These are just a couple ways which we can determine when, where and how people can deliver their messages without violating their rights.

I have attached UO's official statement regarding free speech on campus. Feel free to share it liberally. One final suggestion is that any university employee who engages with protesters should be well-versed in the various elements of free expression on campus so as not to get themselves or the university caught in a semantic or legal hole that it is hard to dig out of.

Good luck!

Rick

Rick Haught

Erb Memorial Union Associate Director, Operations Director, UO Scheduling & Event Services University of Oregon rickh@uoregon.edu

541-346-7980

UNIVERSITY OF OREGON

Guidelines for SPEAKING OUT at the University of Oregon

Balancing dissent and free speech

At the University of Oregon, established guidelines protect the right to free speech, while ensuring that opposing views may also be expressed. The basic guideline says that whenever one person's or one group's activities prevent another's sanctioned activity from taking place, rights are being violated.

The university has the responsibility and authority to protect those rights. The university strives to balance the right to dissent with the right to be heard, the right to speak one's mind with the right to listen.

Access to facilities at the UO

To enable the free sharing of ideas on campus, the UO has procedures for reserving space or other facilities. The person or group reserving the facility is entitled to determine how, within university guidelines, that facility is used.

Common sense and courtesy are guiding standards of most activities. Evening or early morning activities must respect the rights of campus neighbors and residence hall students to quiet and rest. Activities should be held in rooms capable of accommodating them. Sound levels should not disrupt classes or meetings.

When campus activities conflict with one another, university officials have the authority to request those involved in one activity to stop, move, or change their behavior, so that the other activity can continue. If participants deny that request or continue the disruption, the university's Police Department may be asked to help ensure that the disrupted activity can continue.

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Expectations and consequences

Visitors to the University of Oregon campus have the responsibility to obey federal and state laws, as well as University of Oregon rules and policies, and may be cited for trespass or subject to prosecution for any illegal behavior committed on campus. Faculty and staff members and students may face disciplinary sanctions imposed by the university if they ignore these standards of behavior. Students are subject to the requirements of the Student Conduct Code, and members of the faculty and staff are subjects to UO policies governing Proscribed Conduct, as well as the university's policies on progressive discipline.

The university will take action to stop individual or group behavior whenever:

- Doorways, hallways, stairways, fire exits or fire lanes are blocked, causing a threat to safety.
- The number of people in a room exceeds its safe capacity.
- A person's or a group's activities pose a threat to the health and safety of themselves or others.
- A scheduled speaker is prevented from presenting views or responding to questions.
- Someone's behavior makes it difficult to continue with scheduled or other normal university activities.
- The security of university property is at risk, unreasonably increasing the likelihood of breakage, damage, loss, or theft.
- University property is being damaged, or vandalized.

In addition, action will be taken to stop any illegal activity taking place on the University of Oregon campus.

The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the Americans with Disabilities Act.

OFFICE OF THE PRESIDENT | University of Oregon
Eugene OR 97403 | 541-346-3036

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From: Tina Haynes
Sent time: 11/09/2021 12:31:46 PM
To: Rick Haught
Cc: Krista Dillon; Paul Timmins
Subject: UO Statement on Freedom of Speech
Attachments: UO Free Speech and Demonstration Guidelines.pdf

Hi Rick,

Thanks for your quick response to my request for the latest details on UO Freedom of Speech. I've also attached this guidelines and resources doc created by UO General Counsel. Thanks much for the additional advice. Much thanks, Tina

Tina Haynes | UO 01 | She, Her, Hers

Employer Engagement Coordinator | University Career Center | Division of Student Life

thaynes@uoregon.edu | 541-346-6006 | 50 Tykeson Hall, Garden Level, Eugene OR 97403

-----Original Message-----

From: Rick Haught

Sent: Tuesday, November 9, 2021 12:22 PM

To: Tina Haynes <thaynes@uoregon.edu>

Cc: Krista Dillon <kristam@uoregon.edu>; Paul Timmins <ptimmins@uoregon.edu>

Subject: UO Statement on Freedom of Speech

Hello Tina

Welcome to the messy world of freedom of expression. A few years ago UO made the decision that we would no longer have free speech zones, and that the entire campus will be open for speech. That was a decision informed by various court cases that basically said that free speech zones are inconsistent with the First Amendment.

We have a pretty good track record of accommodating free speech on campus. The few tools we have to shape the activities are the limits of time, place and manner. For instance, if free speech activity is disruptive to the business of the university, then we can redirect the persons speaking to a different place on campus where their presence is not disruptive. We dont allow amplified sound on campus between 8:00am-6:00pm Monday-Friday. These are just a couple ways which we can determine when, where and how people can deliver their messages without violating their rights.

I have attached UO's official statement regarding free speech on campus. Feel free to share it liberally. One final suggestion is that any university employee who engages with protesters should be well-versed in the various elements of free expression on campus so as not to get themselves or the university caught in a semantic or legal hole that it is hard to dig out of.

Good luck!

Rick

Rick Haught

Erb Memorial Union Associate Director, Operations Director, UO Scheduling & Event Services University of Oregon rickh@uoregon.edu

541-346-7980

UO Free Speech and Demonstration Guidelines.pdf

UNIVERSITY OF OREGON

Free Speech and Demonstration Guidelines

Rights, rules, responsibilities, and resources

At the University of Oregon, established guidelines protect the right to free speech, while ensuring that opposing views may also be expressed. The university strives to balance the right to dissent with the right to be heard, the right to speak one's mind with the right to listen. The university applies its rules and expectations in a manner neutral to the viewpoints expressed.

Printed Material

- Most building walls and campus fixtures, as well as most bulletin boards, are regulated. Building or department operators may determine what content may be approved (i.e., requiring content related to a particular program, or published by university groups for a university audience). Unapproved or unrelated material may be removed
- Material may not contain "true" threats of violence

Demonstrations

- May not interfere with scheduled university activities or speakers (such as classes or events)
- May not block doors, hallways, stairways, fire exits, fire lanes, or public rights of way including streets, sidewalks, etc.
- May not pose a threat to health and safety
- May not result in damage, theft, or vandalism of property
- May not exceed safe occupancy capacity in a room (Oregon Fire Code, Sections 104.1, 107.5, 107.6)
- May not have open flames larger than a standard candle outdoors, or any open flames indoors

Sound

- Monday-Friday from 8:00 a.m.-6:00 p.m., outdoor amplified sound on campus (including microphones, amps, and bullhorns) is only permitted in the EMU Amphitheater, only with an approved request submitted to Scheduling and Event Services, and the amplified sound must be provided and/or monitored by Scheduling and Event Services; outdoor amplified sound may not exceed 83db measured 40 feet from the sound source in any direction
- At other days/times, the Eugene Municipal Code on noise (Sections 4.080, 4.081, 4.083, 4.084) regulates outdoor sound on campus; the code (with some exemptions) forbids amplified outdoor sound between 10:00 p.m.-7:00 a.m. daily
- No amplified sound indoors (megaphones and other sound-amplifying devices are not allowed inside); no amplified sound at outdoor information tables
- Sound amplified by event schedulers is allowed in athletics and entertainment venues
- Please be considerate of classes and other events when demonstrating outdoors

Signs

- May not have attached sticks inside buildings (safety hazard)
- May not make direct, "true" threats of violence
- May be removed if not attended to at all times
- May not involve weapons or dangerous objects, including sticks or sign poles larger than 1"x2"

Graffiti

- No markings, including chalking, may be left on campus buildings or other structures or surfaces; chalking may be allowed on certain sidewalks and streets, but is subject to removal, consistent with campus maintenance standards and practices

Spaces

- To enable the free sharing of ideas on campus, the UO has rules and procedures for reserving space or other facilities
- When campus activities conflict with one another, university officials have the authority to request those involved in one activity to stop, move, or change their behavior, so that the other activity can continue

Violations of the standards above may result in university action to stop the behavior, as well as disciplinary consequences for students or employees, and possible legal action.

Online references and resources

- https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech
- https://policies.uoregon.edu/policy/by/1/04-facilities/facilities-scheduling
- https://scheduling.uoregon.edu/resources
- https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/UO-Amphitheater-Sound-Policy.pdf
- https://www.eugene-or.gov/DocumentCenter/View/2693
- https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code
- https://policies.uoregon.edu/proscribed-conduct

Office of the General Counsel | 1226 University of Oregon, Eugene, OR 97403-1226
Office: Johnson Hall, Room 219 | P: 541-346-3082 F: 541-346-6110 | gcounsel@uoregon.edu
generalcounsel.uoregon.edu

Visitors to the University of Oregon campus have the responsibility to obey federal and state laws, the municipal code, and University of Oregon rules and policies, and may be cited for trespass or subject to prosecution for any illegal behavior committed on campus. Additionally, students are subject to the requirements of the Student Conduct Code, and members of the faculty and staff are subjects to UO policies governing Proscribed Conduct, as well as the university's policies on progressive discipline.

Demonstration Team Membership List

Last Name	First Name	Department	Cell Phone	Email	Assistant Name	Assistant Email
	Jamar	DEI		jbean2@uoregon.edu		
Boyd	**Betsy**	Advancement		eaboyd@uoregon.edu		
Carpenter	**Justine**	Student Life		justcarp@uoregon.edu		
Curler	**Amanda**	SRS		ahatch@uoregon.edu	Lindsey Salfran	lsalfran@uoregon.edu
Dillon	**Krista**	Emergency Management		kristam@uoregon.edu	Lindsey Salfran	lsalfran@uoregon.edu
Ennis	**Larissa**	Advancement		lennis@uoregon.edu		
Farthing	**Kevin**	CPFM		kfarthin@uoregon.edu		
Fisher	**Kassy**	Finance & Admin		kmfisher@uoregon.edu	Suzette Howard	showard2@uoregon.edu
Frazee	**Keith**	SSEM		kfrazee@uoregon.edu	Abigail Erwin	abigail@uoregon.edu
Girvan	**Becky**	ASUO		bgirvan@uoregon.edu		
Groscup	**Les**	Athletics		lgroscup@uoregon.edu		
Haught	**Rick**	EMU		rickh@uoregon.edu		
Howe	**Micah**	Orientation Programs		howem@uoregon.edu		
Hubbard	**Saul**	Communications		saulh@uoregon.edu		
Hunter	**Richie**	Communications		richieh@uoregon.edu		
Irvin	**Stacie**	Housing		irvin@uoregon.edu		
Jarvis	**Kay**	Communications		kdjarvis@uoregon.edu	Jennifer Archer	jdarcher@uoregon.edu
Langford	**Marcus**	Student Life		mlangfor@uoregon.edu		
Larson	**Lesli**	Communications		lalarson@uoregon.edu		
Le Duc	**Andre**	SRS		leduc@uoregon.edu	Lindsey Salfran	lsalfran@uoregon.edu
Lindsey	**Jennifer**	Comms		jlindsey@uoregon.edu		
Marbury	**Kevin**	Student Life		kmarbury@uoregon.edu		
McNulty	**Benjamin**	UOPD		bmcnulty@uoregon.edu	Rachel Dale	rdale@uoregon.edu
Moseley	**Cass**	Research		cmoseley@uoregon.edu	Paige Crawford	pkc@uoregon.edu
Morris	**Donald**	UOPD		dmorris@uoregon.edu	Rachel Dale	
Pembleton	**Kelly**	Equity & Inclusion		kpemblet@uoregon.edu		
Petcosky	**Kate**	Research		kpetcos2@uoregon.edu		
Pittard	**Lesley-Ann**	Equity & Inclusion		lpittard@uoregon.edu		
Price	**Jessica**	GC		jgprice@uoregon.edu		
Reed	**Kevin**	GC		ksreed@uoregon.edu		
Roberts	**Matt**	Government Relations		mroberts@uoregon.edu	Jessie Rowe	jrowe2@uoregon.edu
Sabb	**Fred**	Research		fws@uoregon.edu		
Salfran	**Lindsey**	SRS		lsalfran@uoregon.edu		
Schmelz	**Mark**	HR		mschmelz@uoregon.edu	Sue Russell	susanr@uoregon.edu
Schmidt-McKenzie	**Anna**	Housing		schmidta@uoregon.edu		
Schneider	**Karen**	EMU		karens55@uoregon.edu		
Shea	**Devon**	Athletics		dshea@uoregon.edu		
Stanfield	**Lauren**	SSEM		lemiller@uoregon.edu		
Stanley	**Kathie**	Student Life		kstanley@uoregon.edu		
Steward	**Jessi**	Student Activities and Programing		steward@uoregon.edu		
Stuckmeyer	**Steve**	EH&S		stuckmyr@uoregon.edu		
Strand	**Vicki**	SRS		vrstrand@uoregon.edu		
Stripp	**Greg**	President's Office		stripp@uoregon.edu	Deanna Heying	dheying@uoregon.edu
Thompson	**Cami**	Advancement		cami@uoregon.edu		
Triplett	**Chuck**	Provost's Office		clt@uoregon.edu	Noemi Sepe	nsepe@uoregon.edu
Wade	**Jason**	UOPD		jwade@uoregon.edu	Rachel Dale	rdale@uoregon.edu
Winter	**Kris**	Dean of Students		winterk@uoregon.edu	Sarah Rivas	srivas@uoregon.edu
Winters	**Jennifer**	Communications		jwinters@uoregon.edu		
Woodward	**Laurie**	EMU		lauriew@uoregon.edu		

University of Oregon
Demonstration Team
Charter
revised July 1, 2021

Purpose Statement

The University of Oregon's demonstration team ("Team") will be used to manage community education and demonstration requests, monitor and assess activity, plan and manage responses as needed and coordinate communication between activist groups and the university. This team will coordinate with the broader Incident Management Team should a demonstration become a civil unrest incident.

Responsibilities of the team include

- Monitor scheduled events, and pursue traditional and social media intelligence to anticipate the potential for demonstrations.
- Develop pre-plans for general and emergency response staffing of events with the potential for demonstrations or civil unrest.
- Staff demonstration events to monitor the situation and report any issues back to Safety & Risk Services.
- Conduct post-event/incident evaluations to identify challenges and opportunities and to identify and implement corrective actions.
- Coordinate through the Incident Management Team should the demonstration become a civil unrest incident.

Co-Chairs

- Krista Dillon, Safety and Risk Services
- Kris Winter, Student Life

Core Team Members

Core team members engage no matter what the demonstration is about.

- Vicki Strand, SRS
- Matt Roberts, CGR
- Rick Haught, EMU
- Kay Jarvis, Communications
- Chuck Triplett, Provost's Office
- Don Morris, UOPD
- Kevin Reed, GC
- Jessica Price, GC

Secondary Team Members

Secondary Team members engage if the demonstration topic or group affects their portfolio. They may also be engaged as back up for demonstrations that do not impact their portfolios.

- Simon Ditton, SRS
- Kassy Fisher, Provost's Office
- Karen Hyatt, GCR
- Cami Thompson, GCR

- Andre Le Duc, SRS
- Kevin Marbury, Student Life
- Kathie Stanley, Student Life
- Marcus Langford, Student Life
- Jessi Steward, EMU
- Laurie Woodward, EMU
- Benjamin McNulty, UOPD
- Saul Hubbard, Comms
- Karen Schneider, EMU
- Devon Shea, Athletics
- Mike Duncan, Athletics
- Kevin Farthing, CPFM
- Kelly Pembleton, DEI
- Anna Schmidt-McKenzie, Housing
- Keith Frazee, SSEM
- Kate Petosky, Research
- Becky Girvan, ASUO
- Jamar Bean, DEI
- Betsy Boyd, GCR
- Justine Carpenter, Student Life
- Amanda Curler, SRS
- Larissa Ennis, GCR
- Les Groscup, Athletics
- Micah Howe, SSEM
- Richie Hunter, Comms
- Stacie Irvin, SSEM
- Lesli Larson, Comms
- Jennifer Lindsey, Comms
- Lesley-Ann Pittard, DEI
- Fred Sabb, Research
- Lindsey Salfran, SRS
- Mark Schmelz, HR
- Lauren Stanfield, SSEM
- Steve Stuckmeyer, EHS
- Greg Stripp, Office of the President
- Jason Wade, UOPD
- Jennifer Winters, Comms

Alignment and connection to other campus teams

Additionally, the Team is connected to other important response and prevention teams on campus through liaison connections and joint membership. These teams include but are not limited to the following:

- Bias Response Team (BRT) – Connects individuals targeted by bias with resources for conduct code violations, affirmative action issues, and matters of state or federal law.

- UO Incident Management Team (IMT) – Provides the command and control infrastructure that is required to manage the logistical, fiscal, planning, operation, safety and campus issues related to any and all incidents/emergencies.

- Strategic Enterprise Risk Management and Compliance Committee (SERMC) – Develops tools and processes to actively identify, evaluate, and manage university risks. Ensures that systems and processes are in place to provide accountability for compliance with the university's legal and policy obligations. Encourage communication, problem-solving and collaboration across divisions, units and departments.

Posting to Demo Team in Orion

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103743 **Information**

Last Updated By: Krista D. [illegible] Created By: Krista Dillon

Hello,
I made a short video with instructions for posting and commenting on the Demonstration board. Please take a few minutes to watch it so that when you have demonstration information you can post it directly. From here out, we'd like you all to go ahead and post directly rather than sending information to EMC/SRS staff to post. If you have questions, please let me know. For a small fee, I might let y'all see the outtakes. :)
Thanks,
Krista

[illegible]

Health & Safety Speak Out 01/21/22

Edit | Convert | Copy To... | Move to New...

103709 **Information**

Last Updated By: Krista D. [illegible] Created By: Krista Dillon

Health & Safety Speak Out Friday, January 21st at 11:30 am.

[illegible]

Looks to be sponsored by GTFF, UA, ASUO, etc..

Core Team members (those who received texts), let me know who can be on site.

Thanks,
Krista

[illegible]

Kristen Winter [illegible]

I can be there for the first 30 minutes. I have a meeting I can't shift at noon.

Chuck Triplett [illegible]

I will be onsite.

Krista Dillon [illegible]

Quick update. Kris, Chuck and I will be on site tomorrow. I have asked Rick to reach out ahead of time to remind them of the amplified sound policies. We will post any updates here. Well notify with the first post tomorrow. Any additional comments will be posted without notifications. If you would like to see updates, please plan on logging into Orion to monitor the chat. Thank you all for your patience as we work through how best to use this new system. Thanks, Krista

Krista Dillon [illegible]

Quick update. Kris, Chuck and I will be on site tomorrow. I have asked Rick to reach out ahead of time to remind them of the amplified sound policies. We will post any updates here. Well notify with the first post tomorrow. Any additional comments will be posted without notifications. If you would like to see updates, please plan on logging into Orion to monitor the chat. Thank you all for your patience as we work through how best to use this new system. Thanks, Krista

Rick Haught [illegible]

I talked with Michael from GTFF and suggested that if they can't go without amplification that I could help them move to the EMU Amphitheater. He said he understood but can't make the decision on his own. He has my cell and will let me know how the conversation goes. I do understand that the placement at Johnson Hall is theater and I don't anticipate a willingness to move. I will check back in here if or when I hear back from him.

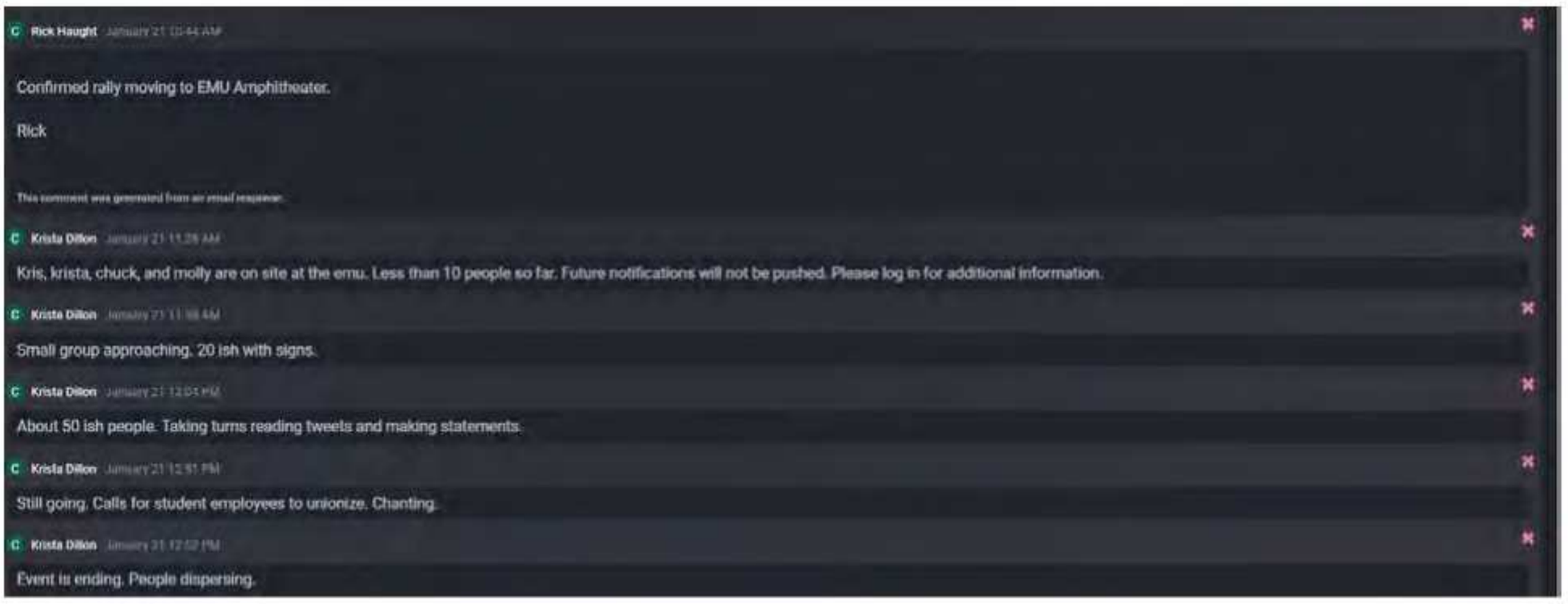
Rick

This comment was generated from an email response.

Rick Haught [illegible]

I'm 90% sure the rally will move to the EMU Amphitheater. I just did a walkthrough with Michael from GTFF, he told me he needs consent from the larger group. I've asked for confirmation by 11:00 so we acan prepare a sound system for them. He asked if they can't confirm by then if they can simply show up and use their own system and I said yes.

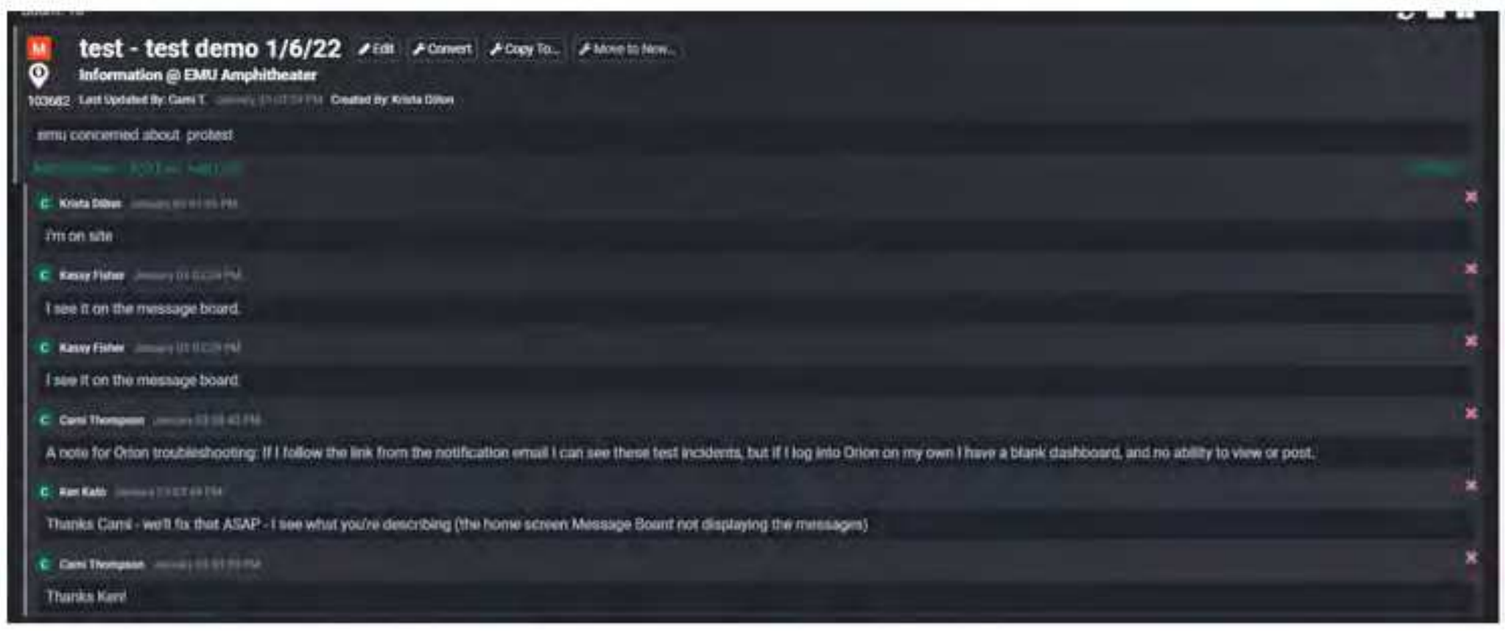
This comment was generated from an email response.


Rick Haught
Confirmed rally moving to EMU Amphitheater.
Rick
This comment was generated from an email response.
Krista Dillon
Kris, krista, chuck, and molly are on site at the emu. Less than 10 people so far. Future notifications will not be pushed. Please log in for additional information.
Krista Dillon
Small group approaching. 20 ish with signs.
Krista Dillon
About 50 ish people. Taking turns reading tweets and making statements.
Krista Dillon
Still going. Calls for student employees to unionize. Chanting.
Krista Dillon
Event is ending. People dispersing.


GTFF COVID 19 Protest - Monday 1/18
Edit
Convert
Copy To...
Move to New...
103692
Information
Last Updated By: Kay J
Created By: Krista Dillon
GTFF is planning a COVID 19 protest outside Johnson Hall tomorrow 12-1. I will notify the VPFA office to start the Johnson Hall protocol. Is there a dumo core team member (you would have received a text along with an email for this message) who can be on site to monitor? If so, please let me know directly. Anyone with additional information, please post to this thread.
Thanks,
Krista
Kevin Reed
I have a 12 meeting, but I can be there
Jessica Price
I'll be available
Krista Dillon
Chuck is available as well.


Rick Haught
I'm available. I'll walk by and continue to monitor Orion.
Chuck Triplett
20+ people onsite with media present, just starting
Chuck Triplett
20+ people onsite with media present, just starting
Kevin Reed
Looks like maybe one video camera. Unclear what outlet.
Rick Haught
About 50 people. Well organized, but amplified sound.
Rick Haught
Scheduled speakers are done. Playing a song now. People leaving.
Chuck Triplett
Small group still present with music playing. Slowly dissolving.
Chuck Triplett
Small group still present with music playing. Slowly dissolving.


Kevin Reed
Can we please ask them to stop the amplified music? If we allow them, we will have a hard time stopping the same from the Cole preachers and Charlie Kirk.
Kay Jarvis
Media present were KEZI and ODE. Communications has approved talking points and is engaged with both outlets. KEZI is planning an early story with afternoon/evening update.


test - test demo 1/6/22
Edit
Convert
Copy To...
Move to New...
Information @ EMU Amphitheater
103682 Last Updated By: Cami T.
Created By: Krista Dillon
emu concerned about protest
Krista Dillon
i'm on site
Kasey Fisher
I see it on the message board.
Kasey Fisher
I see it on the message board.
Cami Thompson
A note for Orion troubleshooting: If I follow the link from the notification email I can see these test incidents, but if I log into Orion on my own I have a blank dashboard, and no ability to view or post.
Ken Kato
Thanks Cami - we'll fix that ASAP - I see what you're describing (the home screen Message Board not displaying the messages)
Cami Thompson
Thanks Ken!


TEST MESSAGE
Edit
Convert
Copy To...
103681 Information
Created By: Kasey Fisher
Hi, Demo Team

Team Deam Chats

9/1/2021 7:49 AM
Hello. Out of an abundance of precaution, UOPD has asked us to staff up a couple demo team members for the football game Saturday. Mainly around entry and the showing of proof of vax or negative tests. There is no information to indicate that there will be a protest, but we'd like to staff up just in case. I'm looking for two others who can join me. Likely timing would be 8:30 - 11:30. Let me know if you are available. Thanks

MR **Matt Roberts** 9/1/2021 7:53 AM 1
I can do it, I'll be there anyway. Matt

Monday, September 13, 2021

9/13/2021 11:44 AM
Hello, Athletics is asking for staffing assistance for gates at this Saturday's football game. The role is helping answer questions from staff who are checking vax cards and negative test results. We can provide a quick overview of the types of questions. The staffing timing would be 2 pm - 5pm ish. Let me know if you are available to assist. Thanks.

Kris Winter 9/13/2021 12:47 PM
Not available this weekend. But happy to talk with anyone about the type of questions we got.

MR **Matt Roberts** 9/13/2021 12:50 PM 1
I can do this again this week, but will not be available the AZ game.

Marcus Langford 9/13/2021 1:25 PM
I'm not available this weekend.

Kevin Reed 9/13/2021 5:09 PM
I will be at Autzen with some guests, so around if I can be of help, but ignoring you otherwise.

Thursday, September 23, 2021

Matthew Carmichael 9/23/2021 11:59 AM
Good mroning,

Good morning, this is a move in update



Matthew Carmichael 9/23/2021 12:07 PM

As you are aware we are receiving traffic complaints from parents, local residents, local schools, as well as our partners. Traffic is backed up onto I5, into Springfield, as well as all feeder streets to Franklin. We have been out working traffic control but without being able to speed up the check-in process we are having little success with our traffic mitigation. We have notified ODOT and OSP as well as all area first responders of the congestion. I am calling for Lane County Law Enforcement Mutual Aid for support as we are going to try to staff up each intersection with the primary purpose of reducing the potential for disputes and hopefully support some traffic mitigation.

Springfield Police, Eugene Police, and Lane County Sheriff's Office are sending police units to support traffic control.

SH

Saul Hubbard 9/23/2021 12:12 PM

Communications is sending a traffic advisory to local media about the situation momentarily. We also have addressed the issue on our social media channels



Matthew Carmichael 9/23/2021 12:17 PM

UOPD is calling in our support staff to send to Lot #4 to help housing staff at check-in. Housing will be going to a manual process to hopefully help things.



Keith Frazee 9/23/2021 12:17 PM

We are adding additional staff and adjusting the checking process to speed up the pace of Housing checkin and vax verification.

Krista Dillon added Cami Thompson to the chat and shared all chat history.



Matthew Carmichael 9/23/2021 12:41 PM

UOPD Department Operations Center is open. We will be assigning mutual aid partners to all intersections to help address disputes arising from traffic. UOPD members are heading to Lot #4 to assist with housing check-in. Transportation Services is on their way to Franklin and RIverfront to provide support. WE are using car to car communication from a customer service perspective and calming efforts.

Matthew Carmichael 9/23/2021 12:53 PM
We are in the process of setting up traffic cones for the right turn lane to stop people trying to cut and merge in at the last minute. This should support keeping the #1 and #2 lanes clear for through traffic. Traffic on feeder streets is starting to reduce. With mutual aid we now have 15 officers assigned to this event.

Matthew Carmichael 9/23/2021 1:01 PM
Housing advises we have pivoted to manual intake and with the additional staff, check-in is speeding up. We are still in need of way-finders at various corners to assist with either vehicles or people on foot who are lost. **If you are able to help please call UOPD command at 541-606-4469**

Matthew Carmichael 9/23/2021 1:07 PM
Vicki Strand will be posted at Garden and Millrace. For those coming to assist with way finding she has extra reflective vests with her.

Franklin and Onyx disabled vehicle blocking the road

Andre Le Duc 9/23/2021 1:13 PM
I am going to see if we can have some EHS staff assist Vicki.

Matthew Carmichael 9/23/2021 1:15 PM
We are now allowing walk up registration.

Andre Le Duc 9/23/2021 1:17 PM
We are deploying 3 staff from EHS to meet Vicki.

Vicki Strand 9/23/2021 1:20 PM
Chief - if you need other positions, let us know - we don't need 4 people at this one location.

Matthew Carmichael 9/23/2021 1:20 PM 1
Thank you. Andre is assigning three to Agate and Franklin

Matthew Carmichael 9/23/2021 1:43 PM
suspicious package reported near the Museum of Natural History. Bomb dog stuck in traffic. our motorcycle officers are on their way to secure the area and standby for bomb dog.

Matthew Carmichael 9/23/2021 1:51 PM
suspicious package located. Officer standing by to ensure safety until bomb dog arrives. still twenty minutes out due to traffic

Matthew Carmichael 9/23/2021 1:59 PM 8
Traffic is no longer backed up into Springfield and is only a few hundred yards past Walnut. I5 is also clear with traffic only backed up onto the off ramp. Feeder streets to Franklin have improved greatly.

Keith Frazee 9/23/2021 2:11 PM 5
We estimate another 1,200 need to checkin. Speed of checkin has picked up significantly. We estimate completion by 5:00

Kay Jarvis added Richie Hunter to the chat and shared all chat history.

Matthew Carmichael 9/23/2021 2:21 PM
cars are now backing up a bit to get onto campus which is a good sign that the check in flow rate has improved. Junction CIty Police are now here assisting as well.

Matthew Carmichael 9/23/2021 2:37 PM
We are no longer running the shuttle from Autzen due to traffic. It has been taking 90 minutes to go between the two. Volunteers are stationed at Autzen are letting parents know. People are parking there as an alternative and for overnight. Again, no shuttle to and from Autzen it is closed. We have moved our shuttle staff over to Lot #4 to help with check-in. (9 more UOPD staff)

Matthew Carmichael 9/23/2021 2:58 PM 4
Suspicious device is now clear. Was a box of tools.

Matthew Carmichael 9/23/2021 3:10 PM 3
No backups on I5 ramps all clear. Franklin only backed up to just short of Walnut.

Vicki Strand 9/23/2021 3:11 PM
Any updates on # left to check in?

Matthew Carmichael 9/23/2021 3:13 PM
Suspicious person reported near Riley Hall digging in the trash and yelling at students. UOPD on our way.

Officers on scene at RIley, subject has left the area.

Matthew Carmichael 9/23/2021 3:33 PM
Current congestion on campus is consistent with traditional check-in. We are still assisting with traffic management on Franklin as well on campus. We are now experiencing issues on Broadway due to traffic congestion for Barnhart move in. Working on a fix to correct this issue.

Keith Frazee 9/23/2021 3:54 PM 5
Approximately 800 remaining to checkin for Housing. Moving approx. 400/hour

Vicki Strand 9/23/2021 4:11 PM
Having to leave my position for 10 minutes. Will be back.

Matthew Carmichael 9/23/2021 4:14 PM 1
Thank you Vicki we should be good. Appreciate everyone pitching in!! While it has been a challenge it is very exciting to have our students back!!! GO DUCKS

Kevin Marbury 9/23/2021 4:22 PM
Adding my thanks to everyone that stepped in to help! THANK YOU!!!

Matthew Carmichael 9/23/2021 4:37 PM
Traffic on Franklin substantially improved. We will be assisting with the freshman walk to Autzen. first group of students 5 to 5:30 pm. Second group start delayed to 6:30 pm

9/23/2021 4:39 PM 1
We have released mutual aid. we will keep staffing for the student walk but otherwise back to normal move in. there will be no further updates. A big thank you to everyone!

Vicki Strand 9/23/2021 4:40 PM 1
Great job, Chief!



Keith Frazee 9/23/2021 5:36 PM

3

Anna reports that Housing checkin has completed its process at Lot 4. Any later arrivals can be checked in at the service centers located in the residence halls.

9/23/2021 5:38 PM

1

My sincerest gratitude to everyone who stepped into the gap today!

Thursday, September 30, 2021

9/30/2021 10:57 AM

I just got a call about a tabling event outside Lillis on their plaza - Collegiates for Christ or something like that. They were getting into arguments with people walking by. Can we check to see if this was scheduled through Scheduling? Rick Haught Lauren Stanfield - do you all reserve this particular space?



Kevin Reed 9/30/2021 10:58 AM

Ah, so nice to have the cam;pus back in FULL operation!



Laurie Woodward 9/30/2021 11:10 AM

Hi All, EMU Schedules Gilbert plaza, but our office confirms that there is no reservation for today. Do you need one of us to go out there?



Chuck Triplett 9/30/2021 11:13 AM

Laurie Woodward Can you send someone to let them know that the space is reservable and that they need to do that before using the area?



Laurie Woodward 9/30/2021 11:13 AM

Will do!

9/30/2021 11:13 AM
Thanks!

Matthew Carmichael 9/30/2021 11:15 AM
receiving a call that an individual grabbed some of the signs from this group but the group member took them back. Patrol information only at this time.

Laurie Woodward 9/30/2021 11:24 AM
Groups been told about scheduling process, and asked to leave and come back another time with reservation.

1

Chuck Triplett 9/30/2021 11:24 AM
Thank you, Laurie.

LS **Lauren Stanfield** 9/30/2021 11:28 AM
Krista Dillon this is Rick and Laurie that reserve spaces. I have seen A LOT of their yard signs on campus which I also believe are not allowed (unless they reserved through Laurie's team). If not, those can be removed.

Laurie Woodward 9/30/2021 11:39 AM
Checking on the yard signs now. apparently "some old men with bibles" are tearing out the signs and throwing them in the trash.

RH **Rick Haught** 9/30/2021 12:09 PM
Nothing going on at Lillis at noon. One man preaching/stirring the pot in the EMU Amphitheater.

9/30/2021 4:45 PM
Confirming we can take down their stake signs? Those weren't scheduled?

RH **Rick Haught** 9/30/2021 4:47 PM
They were not reserved and may be removed. I will contact them and let them know the process.

11/8/2021 2:16 PM
Reports of a shouting match outside the EMU with a potential anti-abortion speaker.



Laurie Woodward 11/8/2021 2:17 PM
I will go take a look!



Chuck Triplett 11/8/2021 2:18 PM
I can be onsite within a few minutes if helpful.



Laurie Woodward 11/8/2021 2:29 PM
All quiet, but UOPD was on scene. Apparently student was hurt and is over at health ctr. Few students still here talking about campus violence. Sounds like complaints coming!,



Kevin Marbury 11/8/2021 2:30 PM
was there a physical confrontation?



Don Morris 11/8/2021 2:34 PM
Preliminary information- Sounds like the student stole the street preacher's Bible. The Street preacher chased the student to retrieve his Bible. The student scraped his face during the altercation.

We are looking for street preacher. Student is indicating that he does not want to press charges.

Not sure if the street preacher will want to pursue robbery charges.



Laurie Woodward 11/8/2021 2:36 PM
Students still at the site, said that they saw preacher "bash this student's head into the cement"



Don Morris 11/8/2021 2:53 PM
We are looking for video of the incident. The street preacher has not been located.

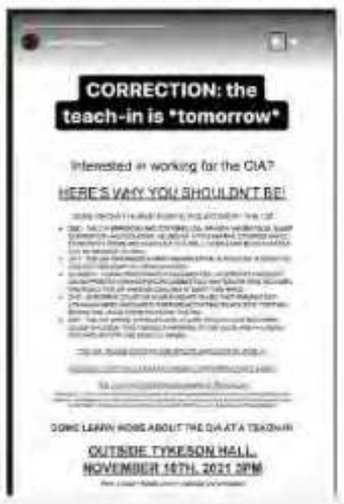


Kevin Reed 11/8/2021 3:05 PM
It must have happened right after Krista's report. I went right down there and things were quiet (and UOPD on hand).

Don Morris 11/8/2021 3:33 PM
Street preacher showed up at our station to report the incident. Neither he nor the student wished to pursue charges. Report is being prepared and the preacher was issued a LOT.

Tuesday, November 9, 2021

Kevin Reed 11/9/2021 10:01 AM
Is this on our radar screen?



Kevin Marbury 11/9/2021 10:03 AM
wasn't on mine but let me ask around.

11/9/2021 10:18 AM
Kevin Marbury will you give Career Center a heads up so that they can let recruiting staff know? CIA is hosting office hours in Tykeson tomorrow 9-4. They also have an info session tonight 5-7 in Lillis

Kevin Marbury 11/9/2021 10:19 AM
I'm on it

11/9/2021 11:54 AM
Update: I've connected with Paul at the Career Center. I'll send a building notification as well to Tykeson. I am planning to work out of there tomorrow morning and will swing by the info session on my way out tonight. If there are other demo team folks who have availability tomorrow, please ping me separately.
THanks.

11/9/2021 12:05 PM
Clarification, the teach in is at 3 pm. I'll plan to be over there at 2:30. Would be good to have at least one

Kevin Marbury 11/9/2021 12:08 PM
I have a meeting at 3, if I can adjust it I can come over

Kevin Marbury 11/9/2021 1:19 PM
I will get over there around 3 as well

11/9/2021 5:09 PM 1
10 minutes into the info session in Lillis. Full house, no issues to report.

Kevin Marbury 11/9/2021 7:01 PM
👍good to hear, thanks for the update

Wednesday, November 10, 2021

Betsy Boyd 11/10/2021 11:44 AM 2
Just flagging for this channel that the College Dems have Senator Wyden speaking on Friday at 3:30 pm in one of the EMU river (??) rooms - they expect about 25 students and it is being promoted on social media

11/10/2021 2:10 PM
Update for everyone. We heard that the teach in at 3 pm may be different/larger and may have GE participation. Rick Haught if you are available to come over here at 2:45 that would be great. There is concern about people showing up for the application prep session they have in tykeson at 4:30 ish. I am in the career center conference room finishing up a meeting until 2:45 ish. We should plan to have someone at each of the entrances to tykeson to keep an eye out. Thanks!

RH **Rick Haught** 11/10/2021 2:11 PM
I'll be there.

11/10/2021 2:12 PM 1
Betsy, regarding the Wyden visit, it is in Diamond Lake (140.) I have a larger room held in case the numbers balloon.

Kevin Marbury 11/10/2021 2:13 PM
Do you need me as well? I'll need to move a 3pm meeting

11/10/2021 2:14 PM
maybe. Sounds like the concerns may actually be later. How about I put a call out here if we need more than Rick and I?



Kevin Marbury 11/10/2021 2:14 PM
sounds good, I'm right next door so I can get there quickly



Kevin Reed 11/10/2021 2:15 PM
Same here.

11/10/2021 3:02 PM 1
Nothing happening at Tykeson.



Don Morris 11/10/2021 3:04 PM
I am monitoring the cameras

11/10/2021 3:08 PM



Kevin Marbury 11/10/2021 3:27 PM
any updates?

11/10/2021 3:28 PM 1
Nothing new.

11/10/2021 3:40 PM
Speaking portion looks done. People milling about chatting outside.

11/10/2021 3:49 PM
Looks like they are continuing conversations outside.

11/10/2021 3:59 PM 1
Group had broken up. Will stick around tykeson for the start of the 4:30 resume session to make sure all is good.

11/10/2021 4:04 PM

Type a new message

11/10/2021 4:04 PM
I'm heading out. Rick is staying on site until the start of the 4:30

RH **Rick Haught** 11/10/2021 4:44 PM
Session has started. Everyone present has been registered. I'll be heading out in a few minutes.

Wednesday, November 17, 2021

11/17/2021 10:47 AM
From Law School. I will head over there at 11:45. Our Green Business Initiative law student organization is having a speaker from the lumber industry at 12pm in the Knight Law Center room 141 to talk about "post-fire lumber salvage and sustainable forestry." In the last hour, they have seen messages and screenshots from an unidentified undergraduate student organization claiming that they plan to come and "disrupt" the event to prevent the speaker from talking.

Kris Winter 11/17/2021 10:55 AM
I will join Krista.

Kay Jarvis 11/17/2021 11:03 AM
Pls advise if you see any media. I can be there within 10 minutes.

11/17/2021 12:10 PM
Room is at capacity. Kris and I are on site with Jennifer E from Law School. Event is kicking off now.

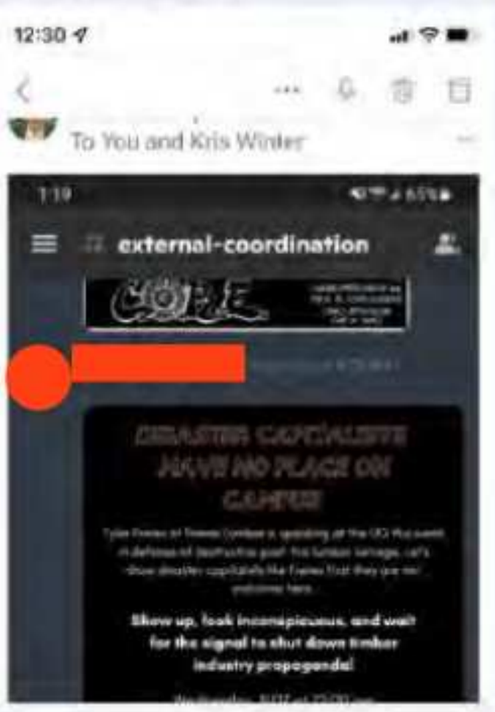
Don Morris 11/17/2021 12:12 PM
Let me know if you need police presence

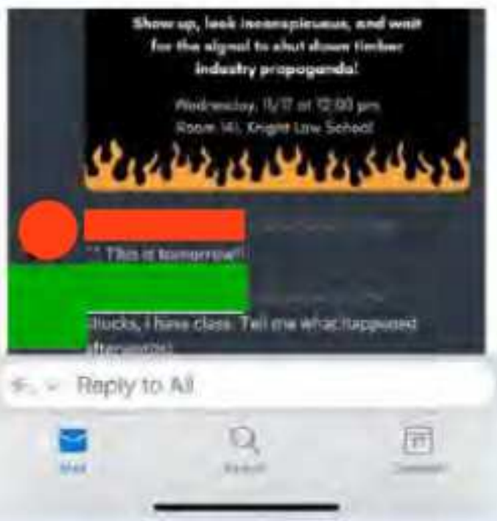
11/17/2021 12:12 PM
All is fine for now.

Kris Winter 11/17/2021 12:28 PM
All is still well. Social media post tells people to "wait for a sign" to demonstrate. I have to leave but Krista and Jennifer E (from law) are still monitoring.

Kevin Reed 11/17/2021 12:29 PM
can you share a link to the social media on the protest?

11/17/2021 12:30 PM





We only have screenshot

Someone emailed the speaker saying that there would be protestors who would wait for a signal then disrupt and cancel event.

11/17/2021 12:40 PM
They've disrupted

Kevin Marbury 11/17/2021 12:43 PM
Do you need more help from any if us?

Kris Winter 11/17/2021 12:44 PM
Krista has the script and may be busy reading it right now...law school staff were also on hand when I left.

11/17/2021 12:44 PM 1
They disrupted for less than five minutes and then left.

Kevin Marbury 11/17/2021 12:44 PM
OK, thanks. I'll standby.

11/17/2021 12:47 PM 2
Kay heads up that ode was there.

Kevin Reed 11/17/2021 12:48 PM
5 minutes? Wimps! 😊

11/17/2021 12:49 PM
FYI. the script was useless, Jennifer E and I couldn't get a word in edge wise, so it was good it didn't last. We may have a sign in sheet that we can work with conduct on.

Chuck Triplett 11/17/2021 12:49 PM
My thoughts exactly. Not very committed to the cause.

Vicki Strand 11/17/2021 12:50 PM
I wouldn't want to take on Krista...

Kevin Reed 11/17/2021 12:50 PM 1
I suspect it is because our new Dean of Students is well known not to cotton that sort of thing. . .

11/17/2021 12:52 PM 1
ODE did ask if we called the police



Kay Jarvis 11/17/2021 12:53 PM
Did they interview you?

11/17/2021 12:53 PM
no. they just asked if the police were called. I said no.



Kris Winter 11/17/2021 1:02 PM
If they disrupted and then left quickly, I don't think we would have cause for conduct. But I can forward along to Office of Student Conduct for their determination as would be our protocol. I would be fascinated if they used their actual names on the sign in sheet.

11/17/2021 1:05 PM
Jennifer E has video. I'll get it to you.



Kris Winter 11/17/2021 1:08 PM
Thanks.

SH

Saul Hubbard 11/17/2021 1:26 PM Edited
Just FYI, some video of the protest has made it onto Twitter:
https://twitter.com/jwcroxton/status/1461072172558946306?s=20

1

Full thread from the independent reporter here (not much traction):
https://twitter.com/jwcroxton/status/1461060339445813250?s=20

Thursday, November 18, 2021



Cassandra Moseley 11/18/2021 9:05 AM
Just flagging that I ran into Rob Freres at an event at OSU. It was his family member that was disrupted yesterday. He is clearly still pretty annoyed/frustrated.



Kris Winter 11/18/2021 11:25 AM
Heads up. Street preacher by Columbia 150. No students are stopping - but that might change at lunch time.

Kevin Reed 11/19/2021 3:11 PM 👍 1

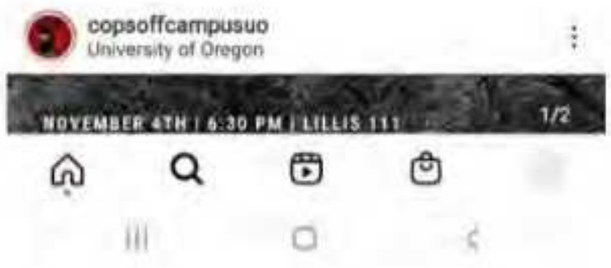
Heads up:



And check out their Instagram feed. Very unique perspective on the Nov 4 event.

Kay Jarvis 11/19/2021 3:16 PM





Are you referring to this post?

Kevin Reed 11/19/2021 3:17 PM 1

Yes. Scroll through all the pages.

Kelly Pembleton 11/19/2021 3:22 PM

Kevin Reed - black thistle street aid provides supports to unhoused folks in Eugene, and the vigil you posted is for a man who died sheltering in a bus stop. I don't see the connection to the Nov. 4 events...?

Kevin Reed 11/19/2021 3:24 PM

Ah. I misunderstood. It was posted in the IG of copsofcampus and I misunderstood it was there event.

Their

11/19/2021 3:24 PM 1

The risks of multitasking.

Thursday, December 2, 2021

Lindsey Salfran removed Matthew Carmichael from the chat.

UNIVERSITY OF OREGON

Free Speech and Demonstration Guidelines

Rights, rules, responsibilities, and resources

At the University of Oregon, established guidelines protect the right to free speech, while ensuring that opposing views may also be expressed. The university strives to balance the right to dissent with the right to be heard, the right to speak one's mind with the right to listen. The university applies its rules and expectations in a manner neutral to the viewpoints expressed.

Printed Material

- Most building walls and campus fixtures, as well as most bulletin boards, are regulated. Building or department operators may determine what content may be approved (i.e., requiring content related to a particular program, or published by university groups for a university audience). Unapproved or unrelated material may be removed
- Material may not contain "true" threats of violence

Demonstrations

- May not interfere with scheduled university activities or speakers (such as classes or events)
- May not block doors, hallways, stairways, fire exits, fire lanes, or public rights of way including streets, sidewalks, etc.
- May not pose a threat to health and safety
- May not result in damage, theft, or vandalism of property
- May not exceed safe occupancy capacity in a room (Oregon Fire Code, Sections 104.1, 107.5, 107.6)
- May not have open flames larger than a standard candle outdoors, or any open flames indoors

Sound

- Monday-Friday from 8:00 a.m.-6:00 p.m., outdoor amplified sound on campus (including microphones, amps, and bullhorns) is only permitted in the EMU Amphitheater, only with an approved request submitted to Scheduling and Event Services, and the amplified sound must be provided and/or monitored by Scheduling and Event Services; outdoor amplified sound may not exceed 83db measured 40 feet from the sound source in any direction
- At other days/times, the Eugene Municipal Code on noise (Sections 4.080, 4.081, 4.083, 4.084) regulates outdoor sound on campus; the code (with some exemptions) forbids amplified outdoor sound between 10:00 p.m.-7:00 a.m. daily
- No amplified sound indoors (megaphones and other sound-amplifying devices are not allowed inside); no amplified sound at outdoor information tables
- Sound amplified by event schedulers is allowed in athletics and entertainment venues
- Please be considerate of classes and other events when demonstrating outdoors

Signs

- May not have attached sticks inside buildings (safety hazard)
- May not make direct, "true" threats of violence
- May be removed if not attended to at all times
- May not involve weapons or dangerous objects, including sticks or sign poles larger than 1"x2"

Graffiti

- No markings, including chalking, may be left on campus buildings or other structures or surfaces; chalking may be allowed on certain sidewalks and streets, but is subject to removal, consistent with campus maintenance standards and practices

Spaces

- To enable the free sharing of ideas on campus, the UO has rules and procedures for reserving space or other facilities
- When campus activities conflict with one another, university officials have the authority to request those involved in one activity to stop, move, or change their behavior, so that the other activity can continue

Violations of the standards above may result in university action to stop the behavior, as well as disciplinary consequences for students or employees, and possible legal action.

Online references and resources

- https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech
- https://policies.uoregon.edu/policy/by/1/04-facilities/facilities-scheduling
- https://scheduling.uoregon.edu/resources
- https://scheduling.uoregon.edu/sites/scheduling1.uoregon.edu/files/UO-Amphitheater-Sound-Policy.pdf
- https://www.eugene-or.gov/DocumentCenter/View/2693
- https://policies.uoregon.edu/vol-3-administration-student-affairs/ch-1-conduct/student-conduct-code
- https://policies.uoregon.edu/proscribed-conduct

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