
(no subject)

Leah Noblitt

Wed, Sep 3, 2025 at 5:43 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Leah Noblitt. I am a LOCAL RESIDENT and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

-I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.

-I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.

-I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Leah Noblitt

ALUMNI COMMENT: Proposed changes to student code of conduct

Sierra Hobbs

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 1:16 PM

Hello,

My name is Sierra Hobbs and I am a 2020 Alumni of the University of West Florida. I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.
- This is clearly a politically motivated stunt by a group that has conducted a hostile takeover of the university I am now ashamed to be alumni of.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I come from a long line of UWF alumni: my Paternal Grandfather, Aunt, Father, and Mother all proudly received degrees from UWF. The discussions we have all had recently regarding our support of our beloved university, have drastically changed (for the worse) due to the decisions and views of current university administration. UWF has been my second home for as long as I can remember, I spent my entire childhood on the Edward Ball trails and trailing my parents around campus as they successfully got their degrees while being parents. Please listen to the voices of our community when we tell you that these proposed changes, as well as other decisions being made regarding UWF, have begun turning the university campus into an unwelcoming and unsafe environment.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community. Without opportunity for public comment and discussion, decisions made will not reflect the views and wishes of our community, nor the current and future students who these decisions will actually affect.

I require information about any public hearings you are having and would welcome the opportunity to speak by phone to administration about these proposed changes.

Thank you,

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Sierra Hobbs

Producer

ALUMNI COMMENT: Proposed changes to student code of conduct

Chris Jadallah

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 1:21 PM

Hello,

My name is Chris Jadallah and I am a 2015 Alumni of the University of West Florida. I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.
- This is clearly a politically motivated stunt by a group that has conducted a hostile takeover of the university I am now ashamed to be alumni of.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I come from a long line of UWF alumni: my Paternal Grandfather, Aunt, Father, and Mother all proudly received degrees from UWF. The discussions we have all had recently regarding our support of our beloved university, have drastically changed (for the worse) due to the decisions and views of current university administration. UWF has been my second home for as long as I can remember, I spent my entire childhood on the Edward Ball trails and trailing my parents around campus as they successfully got their degrees while being parents. Please listen to the voices of our community when we tell you that these proposed changes, as well as other decisions being made regarding UWF, have begun turning the university campus into an unwelcoming and unsafe environment.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community. Without opportunity for public comment and discussion, decisions made will not reflect the views and wishes of our community, nor the current and future students who these decisions will actually affect.

I require information about any public hearings you are having and would welcome the opportunity to speak by phone to administration about these proposed changes.

How dare you let it get this far. I'm ashamed of what's happening in our community and this country and we can't let this disgusting hate go any further. Do what's right and leave marginalized communities alone.

If things don't turn around expect a full documentary produced by us about the details of this case to be all over the country by the new year.

Thank you,



Chris Jadallah

Dir. of Photography | Director | Owner

[Calliope Films Demo Reel](#)

ALUMNI COMMENT: Proposed changes to student code of conduct

Sydney Robinson

Fri, Aug 29, 2025 at 2:08 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Sydney Robinson and I am a 2015 Alumni of the University of West Florida. I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.
- This is clearly a politically motivated stunt by a group that has conducted a hostile takeover of the university I am now ashamed to be alumni of.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

I require information about any public hearings you are having and would welcome the opportunity to speak by phone to administration about these proposed changes.

Thank you,
Sydney Robinson

Alumni Opposition to Proposed UWF Regulation 3.010 Amendments

Laynie Gibson

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Wed, Sep 3, 2025 at 10:15 AM

To the Office of General Counsel:

I am writing as a University of West Florida graduate (2015; 2018) to express my strong opposition to the proposed amendments to UWF Regulation 3.010, Student Code of Conduct.

My specific objections to the proposed changes include:

- **Implicit Removal of LGBTQ+ Protections:** The elimination of "*gender, sexual orientation, or gender identity*" from the sexual harassment definition is wrong. LGBTQ+ students deserve explicit protection from harassment, not the message that the university will only provide the bare minimum protection required by law. This change abandons vulnerable students who chose UWF believing they would be protected from undue harm and harassment.
- **Unreasonably High Threshold for Harassment:** Requiring harassment to be "*so severe, pervasive and objectively offensive*" that it "*unreasonably denies equal access*" sets an impossibly high bar. Students should not have to endure severe harassment before the university will act. This change will predictably result in serious incidents, including sexual assault and harassment, going unreported or not being taken seriously by the university. The current standard appropriately allows intervention when harassment "*alters the terms and conditions*" of a student's educational environment.

These changes would also make it particularly difficult for students to report sexual harassment by faculty members, where inherent power imbalances already make reporting challenging. The higher threshold could leave students vulnerable to sexual exploitation by those with institutional power over their grades, degrees, and careers. Students may not recognize inappropriate behavior early in these relationships, and fear of academic retaliation makes them especially reluctant to report.

- **Weakening of Consent Standards:** The proposed changes remove critical protections from the consent definition by eliminating "*intimidation*," "*manipulation*," and "*assumption*" as circumstances that invalidate consent. This significantly narrows what constitutes non-consensual conduct, making it much harder for victims to prove their cases. Removing these protections ignores the reality that sexual misconduct often involves psychological pressure, manipulation, and assumptions about consent that fall short of outright force or explicit coercion.
- **Oversimplification of Hazing Protections:** The proposed changes significantly simplify and reduce the detailed hazing definitions and examples that help administrators identify prohibited conduct. This creates enforcement gaps that could allow serious hazing incidents to go unaddressed.
- **Abdication of Institutional Responsibility:** By limiting protections to only what is "*defined and prohibited by applicable federal and state law*," UWF is choosing to provide minimum rather than optimal protection for students. Universities should maintain higher standards than legal minimums, particularly public institutions serving diverse student populations.

The Office of General Counsel must certainly be aware that these changes create significant potential legal exposure for the university, including claims of **deliberate indifference to student safety** by establishing frameworks that make intervention less likely. Students who believed they were protected under current policies and subsequently face harassment or sexual misconduct could argue that the university's removal of protections demonstrates a disregard for student safety. The simplified and vague new standards may also create due process issues through arbitrary enforcement.

These changes mark a troubling departure from the university's **professed commitment to upholding the dignity and respect of every student**. They will create a dangerous environment for vulnerable students and send the message that student safety is not a priority. As a formerly proud Argo who has believed UWF

stood for something better, I am disappointed that the administration would choose to weaken rather than strengthen protections for students. I urge you to withdraw these proposed amendments and maintain your responsibility to protect all students.

Respectfully,
Laynie Gibson LMHC, CGP
(B.A. 2015, M.A. 2018)

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Laynie Gibson, LMHC, CGP

Alumni Opposition to Proposed UWF Regulation 3.010 Amendments

Brooke Hardy

To: gcfrontdesk@uwf.edu

Thu, Aug 28, 2025 at 3:15 PM

To the Office of General Counsel:

I am writing as a University of West Florida graduate and former faculty member to express my strong opposition to the proposed amendments to UWF Regulation 3.010, Student Code of Conduct.

My specific objections to the proposed changes include:

- **Implicit Removal of LGBTQ+ Protections:** The elimination of "*gender, sexual orientation, or gender identity*" from the sexual harassment definition is wrong. LGBTQ+ students deserve explicit protection from harassment, not the message that the university will only provide the bare minimum protection required by law. This change abandons vulnerable students who chose UWF believing they would be protected from undue harm and harassment.
- **Unreasonably High Threshold for Harassment:** Requiring harassment to be "*so severe, pervasive and objectively offensive*" that it "*unreasonably denies equal access*" sets an impossibly high bar. Students should not have to endure severe harassment before the university will act. This change will predictably result in serious incidents, including sexual assault and harassment, going unreported or not being taken seriously by the university. The current standard appropriately allows intervention when harassment "*alters the terms and conditions*" of a student's educational environment.

These changes would also make it particularly difficult for students to report sexual harassment by faculty members, where inherent power imbalances already make reporting challenging. The higher threshold could leave students vulnerable to sexual exploitation by those with institutional power over their grades, degrees, and careers. Students may not recognize inappropriate behavior early in these relationships, and fear of academic retaliation makes them especially reluctant to report.

- **Weakening of Consent Standards:** The proposed changes remove critical protections from the consent definition by eliminating "*intimidation*," "*manipulation*," and "*assumption*" as circumstances that invalidate consent. This significantly narrows what constitutes non-consensual conduct, making it much harder for victims to prove their cases. Removing these protections ignores the reality that sexual misconduct often involves psychological pressure, manipulation, and assumptions about consent that fall short of outright force or explicit coercion.
- **Oversimplification of Hazing Protections:** The proposed changes significantly simplify and reduce the detailed hazing definitions and examples that help administrators identify prohibited conduct. This creates enforcement gaps that could allow serious hazing incidents to go unaddressed.
- **Abdication of Institutional Responsibility:** By limiting protections to only what is "*defined and prohibited by applicable federal and state law*," UWF is choosing to provide minimum rather than optimal protection for students. Universities should maintain higher standards than legal minimums, particularly public institutions serving diverse student populations.

The Office of General Counsel must certainly be aware that these changes create significant potential legal exposure for the university, including claims of deliberate indifference to student safety by establishing frameworks that make intervention less likely. Students who believed they were protected under current policies and subsequently face harassment or sexual misconduct could argue that the university's removal of protections demonstrates a disregard for student safety. The simplified and vague new standards may also create due process issues through arbitrary enforcement.

These changes mark a troubling departure from the university's professed commitment to upholding the dignity and respect of every student. They will create a dangerous environment for vulnerable students and send the message that student safety is not a priority. As a proud Argo who has believed UWF stood for something better, I am disappointed that the administration would choose to weaken rather than strengthen protections for students. I urge you to withdraw these proposed amendments and maintain your responsibility to protect all students.

Respectfully,
Brooke Hardy
(A.A. 2005, B.A. 2007, M.A. 2011)

Amendments to harassment policy

Meghan O'Bannon

To: gcfrontdesk@uwf.edu

Thu, Aug 28, 2025 at 1:14 PM

Good afternoon,

I read that your institution plans to change its policy on harassment protections including towards gender, gender identity, and sexual orientation. As well as sexual harassment concerningly.

As someone who was planning to apply if these changes go through I will not, as it would feel unsafe. I have family friends whose children were looking forward to attending but as they are trans will be looking to put their money elsewhere if this made less safe as a school.

DEI protections make our communities stronger more resilient and with the ability for the minorities in your school to be a better student without distraction or fear.

An Alumna's Appeal Regarding Changes to Harassment Policy

Stephanie Scarano

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 9:50 PM

To whom it may concern,

My name is Stephanie Scarano. I am an alumni of UWF's class of 2023. I hold a great love for Florida, and for Pensacola specifically. I am proud of how committed UWF was to getting me my degree and ensuring nothing stood in my way of graduating with the tools I needed to be successful. These tools included the right to protections from harassment. I am very disappointed and concerned in the recent proposed changes to the Student Code of Conduct regarding sexual harassment. The removal of clear language into a vague description of "so severe, pervasive and **objectively** offensive so that is **unreasonably** denies the Complainant equal access to the University's education program or activity" creates -- in my opinion -- dangerous loopholes that will only be used to exploit vulnerable students.

My concern is for the LGBTQ+ population of UWF, yes; however my greater concern is for the dangers of this new definition to permit "justifiable" or "allowed" harassment even to students who are not typically considered vulnerable. How many students who do not identify as LGBTQ+, or any other minority identity will be harassed and then denied intervention because their harasser or a manager of the case determines the harassment wasn't "unreasonable" or was related to something besides the person's sex?

There should be no "reasonable" amount of sexual harassment, and I am strongly opposed to this new definition including "unreasonable" in its text. Who decides which harassment is acceptable and which is not? Who is the "objective" voice (as is quoted in your new definition) determining if the complainant has equal access to the University? Will white boys perceived as gay and hazed for it be denied intervention because of this rule? The definition is too vague to differentiate, and it should not differentiate between harassment at all. While it is obvious this proposed change seeks to limit access to LGBTQ+ identifying students access to protection, I believe it will only serve to increase harassment as a whole on campus by allowing untoward activity to be swept under the rug under the basis of "it is not unreasonable" or "it does not count as sexual harassment because it did not directly involve the victim's sex." I urge the policy creators of UWF to think of the long-term effects this new wording could have on campus culture. Do we want UWF to become known as a school that differentiates between "reasonable" bullying and "unreasonable" bullying? "Reasonable sexual assault" and "unreasonable sexual assault?" That is not a school I would feel comfortable sending my children to.

Please feel free to email me back for any clarifying statements, I am passionate about helping UWF maintain its status as a great and safe college. Thank you for your time in reading.

Sincerely,

Stephanie Scarano, RN BSN, UWF Class of '23

Basic LGBTQ+ protections at UWF

Melissa Garill

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 4:43 PM

Hello,

My name is Melissa Garill, I am a parent and local resident and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Melissa Garill

Challenge to Proposed Changes regarding Student Code of Conduct

Fam Shoppers

Wed, Sep 3, 2025 at 9:04 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

To the Office of General Counsel,

The proposed changes to the definition of Sexual Harassment (pg.3) clearly imply that there is a "reasonable" amount of Sexual Harassment that should be tolerated. Additionally, the removal of the words gender, sexual orientation, and gender identity appears to be made in dubious faith and will likely embolden harassment of individuals. This harassment could occur regardless if the individual self subscribes to these ideals. This is clearly unacceptable and will make UWF less appealing to some of the brightest students in our state.

Concerned Citizen

Changes to Student Conduct Code

Maggie Crain

To: gcfrontdesk@uwf.edu

Sun, Aug 31, 2025 at 4:41 PM

To whom it may concern,

My name is Maggie Crain and I am a two time alumna of the University of West Florida.

I am deeply concerned about the proposed change to the student conduct code, which would make it permissible for students to discriminate against others, faculty, staff, and other students based on their gender identity or sexuality.

UWF has a long history of student misconduct involving targeting people of Hispanic background, as well as the LGBTQ community, including one such attack on the community while I was in school.

The proposed change would put an already vulnerable group of individuals who make up a small percentage of the UWF student body at risk for more harassment and threatens their personal safety.

As an alumna, I cannot condemn strongly enough the extremist shift. This university has taken. It fills me with dread and disgust at how partisan this important local institution has become at the hand of outsiders who have no ties to our community.

Further, any attempt to silence the LGBTQ community will be futile. We have always been here and will continue to be here whether you like it or not. You cannot silence us, nor can you erase us.

Please return sanity and dignity to the administration UWF. This proposed change does nothing but harm the entire student body and create a divisive culture that constraints and harms the free exercise of speech as well as the pursuit of academic excellence.

I hope the board provides an opportunity for public comment to be shared. The community will be there, will be proud, and will be heard.

Sincerely,

Maggie Crain

J.D. University of Mississippi School of Law - 2025

M.A. University of West Florida - 2021

B.A. University of West Florida -2016

Changes to the definition of sexual harassment

Luca Fess

Mon, Sep 1, 2025 at 9:24 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello, my name is Luca Fess and I have some questions and concerns relating to the proposed amendment to the student code of conduct.

I urge you not to change the definition of sexual harassment in the code of conduct as this change is based upon trying to protect offenders not protecting victims.

This proposed amendment adds the descriptor of "unreasonably" impacting a student's functions on campus when it comes to defining sexual assault/harassment and I dislike how vague that is.

What is the working definition of "unreasonably" in the context of the amendment?

Who will be deciding if something is unreasonable or not, as being unreasonable is an opinion?

Will it be one person or a board of people?

How will that board/person be chosen?

Would it be a board of adults or peers?

Will this board be public knowledge?

How and when will this board decide to convene?

What qualifies as REASONABLE impact from being sexually assaulted or harassed—as this is a traumatic event I believe multiple professionals would need to be consulted on a case-by-case basis to make that determination.

Will the perpetrators receive no consequences if the harassment/assault is deemed to not have reasonable impact to the victim?

If the victim were to discuss their assault then the university deemed it to not have a reasonable impact on their life, what is stopping the perpetrator from repeating that assault?

Also, what is the university doing to keep that student safe from the person that has assaulted/traumatized them, because if it was proven that the action did occur but it was deemed "not to have reasonable impact" on someone's life will UWF just ignore that an unlawful sexual assault/harassment did happen?

I have more questions but I would like these addressed and answered first. I also believe that there should be more discussion on what the students need and they should also be more involved in conduct changes as they know the social-economic environment that themselves and their peers are living in.

Luca Fess (He/They)

Changing the student COC is NOT okay

Jack Gonzalez

Tue, Sep 2, 2025 at 11:20 AM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello,

My name is Jack Gonzalez, and I have recently graduated and am an alumni from UWF. I have heard rumors that there is going to be a change to the student Code of Conduct that will limit protections to those a part of the LGBTQ+ community on campus, a place that myself and many others found a safe place to call home for the 4 years they were pursuing their higher education. It deeply saddens me to see this once amazing university backpedal its language and policies to appease the current administration appointed by the State of Florida. Are you really going to let the Board of Trustees and the new president put these new policies, that will put students at risk of discrimination, in place and not look out for your student body as a whole? I am scared for the current minority of LGBTQ+ students enrolled at the university, having to live and learn in a place that doesn't believe in creating a safe place for them to better themselves and pursue their dreams. I want it to be known that I don't agree with this action that is taking place, and it's not what a "progressive" school should do for the future, especially in 2025.

I truly hope you try to take actions to not let this happen

Best Regards,
Jack Gonzalez

Code Change Concern

Tate Williams <

Sat, Aug 30, 2025 at 7:34 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

I am writing to provide feedback on the proposed amendment to UWF Regulation 3.010, Student Code of Conduct. While I recognize the stated purpose of aligning definitions with First Amendment protections, I am concerned that certain changes may unintentionally weaken protections for students, particularly in cases of harassment and sexual misconduct.

1. Consent

The new definition of consent as an “affirmative act or statement” is a welcome clarification. It strengthens protections by making it clear that silence, passivity, or coercion do not equal consent. I strongly support this update.

2. Force

The narrowed definition of “force” — limited only to physical violence, threats of unlawful harm, intimidation, or coercion — may unintentionally exclude situations where coercion occurs through emotional pressure, manipulation, or abuse of power. While some of this is folded into the new definition of consent, the separation creates potential gaps in application. The University should ensure investigators and hearing officers are trained to interpret coercion broadly under the consent standard.

3. Sexual Harassment

The revision to sexual harassment creates the most concern. By requiring conduct to be both “objectively offensive” and so severe or pervasive that it denies equal access to education, the regulation risks leaving out harmful conduct that may not reach the federal Title IX threshold.

- A one-time incident of highly offensive verbal harassment could seriously impact a student’s sense of safety without being considered “pervasive.”
- Repeated microaggressions or subtle derogatory comments could be dismissed as not “objectively offensive” even if they clearly harm a student’s learning environment.
- The regulation may discourage reporting if students feel their experiences will not “count” under the narrower threshold.

4. Recommendations

- Clarify that the University may still take action against harassment that does not meet the exact Title IX definition if it significantly interferes with a student’s academic experience.
- Ensure robust training for staff and administrators to recognize and address coercion, manipulation, and harassment that fall into “gray areas.”

- Provide transparency to the student body about the differences between Title IX cases and non-Title IX cases, so expectations are clear.

While aligning with constitutional free speech concerns is important, UWF must balance this with its duty to provide a safe and equitable learning environment. I urge the University to reconsider how these changes may inadvertently narrow protections for students who experience harassment or coercion that does not fit neatly into the new definitions.

Respectfully,

Tate Williams

Code of Conduct

Brianna Linja

Wed, Sep 3, 2025 at 2:09 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello,

My name is Brianna Linja, I am a current student and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Brianna Linja

J

Code of Conduct change

Jennifer Consalvo <

To: gcfrontdesk@uwf.edu

Tue, Sep 2, 2025 at 9:08 PM

Hello,

My name is Jenny Consalvo, I am a local resident and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Jenny Consalvo

Code of Conduct Change

Jan Simmons

To: gcfrontdesk@uwf.edu

Tue, Sep 2, 2025 at 9:40 PM

To even suggest watering down the definition of sexual harassment in this way is outrageous and shameful. The addition of terms like “unreasonably” or “objectively offensive” doesn’t clarify anything — it only blurs the lines further and stacks the deck against survivors. These changes don’t protect free speech; they minimize harm and shift the burden onto those who are already victimized.

It is insulting to insinuate that harassment must reach some mythical threshold of “objective offensiveness” before it matters, as if the suffering of a person isn’t valid unless it can be universally measured on some imaginary scale. Likewise, adding “unreasonably” suggests there’s such a thing as harassment that is “reasonable” — a disgusting, backward notion that trivializes very real experiences.

Let’s be clear: harassment is harassment. These proposals don’t strengthen protections or safeguard expression; they erode accountability and make it harder for victims to seek justice. Hiding behind the excuse of “free speech” while gutting protections against harassment is not only dishonest — it’s dangerous.

Code of Conduct Change

Wesley Ward

Fri, Aug 29, 2025 at 5:10 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

This email is to write in opposition of the UWF Code of Conduct change. Removing the statement on protecting students from sexual harassment on the basis of gender, sexual orientation, and gender identity directly puts your students in harms way. This proposed change is ridiculous and an embarrassment. If you aren't representing and protecting all of your students and faculty what is the point of existing as an institution. Protecting all people from harassment should be the goal of all businesses, universities, classrooms, etc. Absurd that this is even a topic being questioned.

Code Of Conduct Changes

Ash Faircloth

Fri, Aug 29, 2025 at 3:03 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Ash Faircloth, I am an alumni of the University and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Ash Faircloth

Code of Conduct Changes

Cedar Goodwin

Fri, Aug 29, 2025 at 11:34 AM

To: gcfrontdesk@uwf.edu

I take issue with the recent proposal to change the definition of sexual harassment within the UWF Code of Conduct, and I see no reason to make this change aside from blatant discrimination. Narrowing what defines sexual harassment to exclude instances of homophobia or transphobia only enables bullying and discrimination based on queerness, and I feel that is quite obvious and seems to be the intention. I ask that you reconsider this decision.

Clover Goodwin

Code of Conduct Complaint

Kodi Murphy

To: gcfrontdesk@uwf.edu

Sat, Aug 30, 2025 at 8:15 AM

Good morning,

I'm an alumni writing to express my extreme disapproval over a proposed change to the code of conduct that deletes gender and sexual orientation from the definition of sexual harassment. This feels like, at best, tacit approval of harassment LGBTQ folks face, and at worst an active attempt to promote harassment.

The new definition also seems to make it harder for disruptive action to be considered harassment, the good of which I cannot even fathom.

Regardless of any personal politics held by staff members, UWF has a moral obligation to provide a safe educational experience to all students.

This matter needs be heavily reviewed and the focus shifted on how to facilitate success of our learning adventures.

Regards,

Kodi Murphy
UWF Alumni

Code of Conduct

James Williamson
To: gcfrontdesk@uwf.edu

Sat, Aug 30, 2025 at 6:59 AM

Good morning,

I'm an alumni writing to express my extreme disapproval over a proposed change to the code of conduct that deletes gender and sexual orientation from the definition of sexual harassment. This feels like, at best, tacit approval of harassment LGBTQ folks face, and at worst an active attempt to promote harassment.

The new definition also seems to make it harder for disruptive action to be considered harassment, the good of which I cannot even fathom.

Regardless of any personal politics held by staff members, UWF has a moral obligation to provide a safe educational experience to all students.

A person or organization's character is shown by how they treat people who can do nothing for them. If UWF can't even protect its own student body, the sole reason for its existence, what does that say?

I appreciate your time.

Comment of Proposed Changes to Reg 30.10 Student Code of Conduct

kidNeutrino@protonmail.ch

Tue, Sep 2, 2025 at 9:28 AM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

This comment pertains to the proposed changes to the definition of Sexual Harassment, as outlined in the Notice of Proposed Changes dated August 20, 2025, on page 4 of the document. I am an employee of the university, but I am commenting as a member of the Pensacola community. My statements are mine alone; I am not representing any division, department, or office at UWF.

Striking listing of classes of U.S. and Floridian citizens in the definition of Sexual Harassment is a cheap attempt to marginalize individuals in our community and engender violence and discrimination. It appears to be a clear civil rights violation. I caution the BOT to consider the ramifications of such a decision closely, not only for the inhumane treatment of parts of our community, but also for the potential legal and financial jeopardy that would result if these changes are adopted.

Regards,

Thomas Asmuth
Pensacola, FL 32503

Comment on Proposed Amendment to Reg 3.010

Lauren Anzaldo <l
To: gcfrontdesk@uwf.edu>

Mon, Sep 1, 2025 at 9:17 AM

To the Office of General Counsel,

I am writing to express my concern over the revisions to regulation 3.010 of the student code of conduct. By erasing reference to sexual orientation, gender, and gender identity from the definition of harassment, the revisions remove protections for specific members of our UWF community. Furthermore, the revisions increase ambiguity, which makes it more difficult to identify what qualifies as harassment and complicated the ability of a person being harassed to make a case and to secure their own safety at UWF.

I am a UWF alum and donor, a community member, and a parent, and I am concerned by the direction that these revisions propose to take our university. Regardless of the Trustees' own personal opinions or biases toward people of certain genders and/or sexual orientations, the Board of Trustees has an obligation to foster a safe environment for all students and staff while protecting free speech within our university. The Board's recent actions — such as removing key portions of this regulation and canceling the public comment portion so students could not share their concerns about this proposal — do not engender community trust in the Board's work or the Board's intentions for our university.

I request that the Board of Trustees reject these revisions.

Sincerely,
Lauren Anzaldo

Comment on Proposed Amendment to Reg. 3.010

Quinn Gibson

Fri, Aug 22, 2025 at 7:16 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello Office of General Counsel,

I want to document my opposition to the proposed amendment to Regulation 3.010, the Student Code of Conduct, at the University of West Florida.

The redefinitions of sexual harassment and harassment on pages 3 and 8 of the revised regulation decrease protections for students. These revisions require that harassment is "so severe, pervasive, and objectively offensive" that it impacts university access, delegitimizing many valid cases. Thus, these revisions do not clarify what qualifies as harassment, but only decrease accountability and create a gray space for acceptable conduct. Rather than promoting free speech, which the revision notice claims to protect, these revisions silence individuals who need protection.

I urge the Board of Trustees and the appropriate offices to reject these revisions and protect student freedom of speech by first protecting students. I plan to follow up via phone call and in-person visit, if applicable.

Thank you,

Quinn Gibson

Comment on Proposed Amendment to Reg. 3.010

Suzanne Loeb

To: gcfrontdesk@uwf.edu

Wed, Aug 27, 2025 at 2:16 PM

Hello Office of General Counsel,

I am writing to express my concern over the decreased protections for students that the redefinitions of sexual harassment and harassment imply on pages 3 and 8 of the proposed amendment to regulation 3.010, the student code of conduct, at the University of West Florida. The additional stipulations that sexual and non-sexual harassment must be "so severe, pervasive, and objectively offensive" to impact university access do not clarify what qualifies as harassment but only increases the gray space for what might qualify as harassment. Accordingly, these revisions remove individual protections rather than promoting free speech, which the revision notice claims to protect. I urge the Board of Trustees to reject these revisions and protect student freedom of speech by first protecting students.

Thank you,
Suzanne Loeb

Comment on Proposed Amendment to Reg. 3.010

Rúnn Cameron

Thu, Aug 28, 2025 at 8:39 AM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello Office of General Counsel,

I am writing to express my concern over the decreased protections for students that the redefinitions of sexual harassment and harassment imply on pages 3 and 8 of the proposed amendment to regulation 3.010, the student code of conduct, at the University of West Florida. The additional stipulations that sexual and non-sexual harassment must be "so severe, pervasive, and objectively offensive" to impact university access do not clarify what qualifies as harassment but only increases the gray space for what might qualify as harassment.

Accordingly, these revisions remove individual protections rather than promoting free speech, which the revision notice claims to protect. I urge the Board of Trustees to reject these revisions and protect student freedom of speech by first protecting students.

Thank you for your time,
Rúnn Cameron (*they/he/she*)

Comment on Proposed Amendment to Reg. 3.010

Liam Gibson

Tue, Sep 2, 2025 at 7:41 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello Office of General Counsel,

I am writing to express my concern over the **decreased protections for students** that the redefinitions of sexual harassment and harassment imply on pages 3 and 8 of the proposed amendment to regulation 3.010, the student code of conduct, at the University of West Florida. The additional stipulations that sexual and non-sexual harassment must be "so severe, pervasive, and objectively offensive" to impact university access do not clarify what qualifies as harassment but only increases the gray space for what might qualify as harassment. Accordingly, these revisions remove individual protections rather than promoting free speech, which the revision notice claims to protect. **I urge the Board of Trustees to reject these revisions and protect student freedom of speech by first protecting students.**

Thank you,

Liam Gibson

Comment on Proposed Amendment to Reg. 3.010

Carter Hyde

Wed, Sep 3, 2025 at 4:25 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Good morning to the Office of the General Counsel at the University of West Florida.

My name is Carter Hyde (Student ID: 970627991). This email is about the proposed changes to Reg. 3.010.

The changes suggested for the Student Code of Conduct --- namely, the alterations to the University's definition of 'sexual harassment' --- are concerning to put it lightly. I am aware that UWF is working per guidance from FIRE (the Foundation for Individual Rights and Expression) (according to the initial Student Affairs Committee draft minutes from August 14, Background Information on page 5). Though this information is not present on the Amendment Notice from August 20, it does corroborate that the changes are meant to "ensure full alignment with First Amendment protections" (1).

Of these concerns, perhaps the most pertinent is that the proposed changes are counterproductive. They do not appear to reinforce individual expression; they mostly modify the expectations for a campus context wherein harassment occurs, without ever making individual actors' protections or limitations (save for the Complainant's) less ambiguous.

The current definition is/was:

"[U]nwelcome conduct based on sex, gender, sexual orientation, or gender identity that is sufficiently severe or pervasive so that it alters the terms and conditions of the Complainant's employment or educational environment."

The working definition in the proposal:

"[U]nwelcome conduct on the basis of sex, as defined and prohibited by applicable federal and state law, that is so severe, pervasive, and objectively offensive so that it unreasonably denies the Complainant equal access to the University's education program or activity." (Amended Notice, p. 4)

Severity, pervasiveness, and objective offense remove all students and individual actors (i.e., any figure who could have free speech to begin with) from the picture; the idea of something being "objectively offensive" to begin with is an odd one, seeing as offendedness is an individual's subjective state in this case. If we are to lend no credence to the latter, the individual right to expression is disrupted too. Individuals' (subjective) perspectives is what makes anything offensive; this does not make offense less palpable. If I take "objectively offensive" here to mean a "reasonable" person would find conduct offensive, that is still questionable, because "reasonable" people are still individuals.

Requiring this, then, only serves to make the definition more ambiguous and abstract. This is especially true because the "any reasonable person" litmus test for offense is already in the existing definition --- that would be the "sufficiently severe or pervasive" descriptors. While these could be taken as ambiguous or broad, "sufficiency" is no more or less concrete than "objective offense" is.

Additionally, positioning any other figure (institutional or defendant) as "University[...] education program or activity" --- as passive to the extreme --- does not protect non-Complainant speech. It notably refuses to remark upon or protect any and all other parties. This would not mitigate misunderstandings among the student body with regard to speech, and it offers no protections for those concerned (e.g. Respondents). It does not work to protect free speech and only limits Complainants' speech.

More importantly, there is no such thing as "reasonabl[e] deni[al]" of equal access.

It raises the question that, if one could technically "ignore" harassment on campus, will those reviewing Title IX cases be inclined to suggest they should do so rather than take action against bad-faith actors?

This would *unfortunately* explain why "intimidation" has been so widely omitted throughout the Code in the proposed amendment --- to 'count' intimidation as harassment would be to acknowledge that intimidation of outspoken parties functions as silencing too. To avoid doing so, in light of this, implies an extent to which one can 'reasonably' deny someone access to equal opportunity on campus.

It is difficult to see how that works to protect individuals' free speech, expression, or other rights, including and especially with regard to Title IX cases.

The damage this would incur to the campus community and campus culture is not worth the risk. I am sure there is a better way to define harassment while protecting individual expression, since defining it this way so limits it.

Even a small list of examples showing what does not qualify as harassment would better suffice; I am sure there are court cases available to the public that the Code could refer to that would clarify and add nuance to what is or is not defined as free speech, a Title IX case, etc. (Standing UWF precedent regarding this already looks similar to *Uzuegbunam v. Preczewski* (2021). This could be referenced without seeming to restrict Complainants, and while still reinforcing that 'discomfort' alone is not akin to sexual harassment. There is evidently no need to raise the bar for students speaking up for themselves in order to bolster the validity of the Respondent.)

The notice also suggests that this is meant to "clarify" working definitions (Amended Notice) and/or "address ambiguities" (STU Agenda, p.5), especially in the context of University disciplinary action. The Committee meeting draft had only made one change to the first; it added "unreasonably" to "alter[ed] terms and conditions." Since "unreasonably" is not sufficiently defined, it did not function to make the Code of Conduct less ambiguous. The Amended Notice included this alteration, as well as further complicating it, by implying that there exists "unreasonabl[e] deni[al]" of equal access. It also fails to define "objective" offense (as mentioned). Therefore, the amended regulation does not only fall short of ensuring free individual expression; these changes also do not clarify the Code of Conduct or address ambiguities, as they purportedly set out to do.

It is also worth mentioning that the changes made between the 14th and the 20th are quite substantive. If the Committee had indeed met on the 14th as planned, the approval of the regulation changes would be contingent upon a lack of substantive changes made to the revisions in question (5) during the comment period (which then would've been through the 28th, were it not for the 8/20 posted edits). As it stands, the Committee meeting was cancelled. If the cancellation disrupts this contingency wholesale, this has striking implications for what the University community ought to expect in terms of communication and access to information (and, indeed, free speech via public comment). Because of the extent and short notice of both the changes and cancellations, I expect that this amendment depends upon similarly questionable standards for University transparency and communication to its community --- and that sets an objectionable precedent.

That is a lot of people whose individual rights and expressive capacities are thusly at stake. If the University community acts accordingly (naturally, appropriate orderly conduct is implied here), I would certainly hope and expect to see the University maintain its present emphasis on 'free expression.'

As it stands I have no way of knowing nor reason to trust that this will reach its intended audience with the University's Board of Trustees. In the event that it does, to whom it may concern: If your interest is in protecting free speech, reconsidering these revisions may prove a good place to start. And *regardless* of what interests are at play here, I urge you to do so.

And to the Office of the General Counsel, thank you for all that you do. This should have been a public comment, and I'm deeply regretful that the University community has been denied the proper platform. I would like to express my sincerest sympathy that you have been positioned between the Board and the student body. We *all* deserve better than that.

Thank you.
Carter Hyde

Comment on Proposed Amendment to Reg. 3.010

Hayley Smith <
To: gcfrontdesk@uwf.edu

Fri, Aug 22, 2025 at 5:07 PM

Hello Office of General Counsel,

I am writing to express my concern over the decreased protections for students that the redefinitions of sexual harassment and harassment imply on pages 3 and 8 of the proposed amendment to regulation 3.010, the student code of conduct, at the University of West Florida.

These revisions will make it harder for the University to keep students safe as they do not properly clarify what harassment is. In fact, they only increase the gray area that surrounds harassment, making it harder for those affected to seek justice. They also remove individual protections for students, which limits free speech for those harmed.

I urge the Board of Trustees to think about the students who may be most affected by these changes and their futures at UWF. Every student deserves a safe learning environment free from harassment, and they deserve to know that should such an event occur, they will be protected by their University.

Thank you,

Hayley A. Smith

Comment on Proposed Changes to Student Code of Conduct

Nicholas Mohlmann <
To: gcfrontdesk@uwf.edu

Fri, Aug 29, 2025 at 12:56 PM

Dear GC's Office,

I am writing as a private citizen to ask that the proposed changes to UWF's student code of conduct be rejected. These changes to the student code of conduct are unwarranted, were not properly advanced at a public meeting, and place our students at risk. There is no objective reason to loosen these policies other than malice towards particular demographic groups. Such a move runs contrary to both the public character of UWF's mission as well as the university's reputation as a welcoming environment for all students. Dean Anderson's cancellation of the meeting where these changes were to be discussed created an obstacle that prevented the public from having input as to the policies that affect their children and community, again contrary to the public nature of the university and its responsibilities to its stakeholders. Removing harassment policies can only be seen as an invitation for malicious individuals to harass students of certain demographics, a move that is both unethical and, again, contrary to the university's responsibility as a public university to serve all of its students regardless of their identities. By changing the policy, the university suggests that some students are not worthy of protection from harassment, creating an environment in which not all students are treated equally in the eyes of university policy. The university would be better served by greater attention to transparency, accountability, and upholding its mission as a public university to protect and treat its students equally.

Thank you,
Nicholas Mohlmann

Comment on UWF REGULATION 3.010 Student Code of Conduct

Olivia Ashcraft <

Tue, Sep 2, 2025 at 3:27 PM

To: "[gcfrontdesk]"

Good afternoon,

I would like to submit a comment regarding the proposed changes to UWF Reg. 3.010, specifically, the updates in Section II to the definition of sexual harassment:

Sexual Harassment – unwelcome conduct on the basis of sex, as defined and prohibited by applicable federal and state law, that is so severe, pervasive, and objectively offensive so that it unreasonably denies the Complainant's equal access to the University's education program or activity. For Title IX cases, "Sexual Harassment" is as defined in University Policy P-14, Sexual Harassment and Misconduct, as it may be amended.

Removing the conditions of gender, sexual orientation, or gender identity from this definition is an affront to the [University's values](#).

- Integrity: UWF operates with fairness, respect, and integrity in all matters: **Doing the right thing for the right reason.**
 - UWF should do the right thing: Protect all students, regardless of "gender, sexual orientation, or gender identity", not update policies for the wrong reason.
- Caring: UWF is student-centered, crafting a **safe, healthy**, sustainable, dynamic learning and working environment that fosters individual potential.
 - This new definition could affect students' safety and health following sexual harassment.
- Accessible: UWF is committed to providing accessible resources and opportunities for **all individuals**.
 - Removing "gender, sexual orientation, or gender identity" from the definition could remove access to resources for students following sexual harassment.
- Respect: UWF is appreciative and respectful of the **diversity among all people** and their ideas.
 - The diverse definition of sexual harassment would include "gender, sexual orientation, or gender identity."

Relying on the state or federal government's definitions is a disservice to our students. Every student deserves protection and support following sexual harassment, and should not be informed that their sexual harassment isn't "real" or worthy of UWF's support services because it was based on gender, sexual orientation, or gender identity.

I request that a public hearing be held regarding this update.

Thank you,
Olivia Ashcraft '18

--

Olivia Ashcraft (she/her)



Please note: Due to Florida's broad public records law, most written communication to or from University employees is considered a public record. Therefore, the contents of this email, including personal email addresses, may be subject to disclosure in the event a request is made.

Comment re: Proposed Amendments to Regulations 3.010 & 6.0056

Quinn Diaz <quinn.diaz@equalityflorida.org>
To: gcfrontdesk@uwf.edu
Cc: Jon Harris Maurer <jonharris@equalityflorida.org>

Wed, Sep 3, 2025 at 12:51 PM

Good afternoon,

Attached, please find a comment detailing Equality Florida's concerns with proposed amendments to UWF Regulations 3.010 and 6.0056, submitted in accordance with the instructions provided in the public rulemaking notice.

If you have any questions or would like to discuss further, please don't hesitate to follow up.

All the best,
Quinn

--



**Quinn
Diaz**

Public Policy Associate

Pronouns: (They/Them)

Cell: 215-272-8353



 **EQFL Letter to UWF BoT, Sept 2025.pdf**
88K



September 3, 2025

Board of Trustees
University of West Florida
11000 University Parkway
Building 10, Room 234
Pensacola, FL 32514

Dear Esteemed Board of Trustees:

On behalf of Equality Florida, the state's largest civil rights organization dedicated to securing full equality for Florida's LGBTQ community, I write to express our strong opposition to two proposed regulation amendments that pose serious threats to the safety and integrity of the University of West Florida.

The amendment proposed to Regulation 3.010 would modify the definition of "sexual harassment" in the Student Code of Conduct and eliminate express protections based on gender, sexual orientation, and gender identity. Removing language that explicitly addresses individuals based on these characteristics implies a chilling message, particularly to LGBTQ students: that their dignity, safety, and rights no longer deserve protection.

These changes are as dangerous as they are regressive. LGBTQ students already face disproportionately high rates of harassment and discrimination on college campuses. In revising the definition of prohibited conduct, the University risks creating a hostile environment where students feel less empowered to report abuse, leading to underreporting and longterm harm to student wellbeing and campus culture. Such a move contradicts best practices in higher education, may undermine federal Title IX protections, and could expose the University to legal liability.

Additionally, the proposed repeal of Regulation 6.0056, which created the University's minority business program, would reduce the participation of underrepresented entrepreneurs in procurement processes, erasing hard-won gains and perpetuating economic disparities. It also sends a troubling signal to students from diverse backgrounds: that diversity and inclusion are not values the University is committed to upholding.

The University of West Florida has a responsibility to educate, protect, and empower all of its students. Institutions of higher learning must model integrity, equality, and inclusion, particularly at a time when LGBTQ and minority communities face heightened national scrutiny and discrimination. The proposed regulations represent a clear departure from those principles.

Equality Florida urges the Board of Trustees to reject both proposed amendments. Upholding existing anti-harassment protections and maintaining programs that support minority-owned businesses are not partisan or political acts; they are affirmations of your duty to foster a safe, diverse, and equitable learning environment.

Respectfully,

A handwritten signature in blue ink that reads "Jon Harris Maurer".

Jon Harris Maurer
General Counsel & Public Policy Director
Equality Florida

Comment/Question on the Student Code of Conduct Update - Section 10

Rachel Mars

Thu, Aug 21, 2025 at 12:41 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello, I am emailing in regard to UWF REGULATION 3.010 Student Code of Conduct.

I was hoping I might gain some clarity on section 10 of the proposed student conduct change, and also why it seems intimidation is not being kept in the conduct code as a violation.

Does the red type on section 10 and it points a-e mean this part is being removed?

I am concerned if it is removal that student-facing professionals may lack potential recourse in the event a student is acting inappropriately or in a threatening way if the student does not get their way despite the decision being in line with university policy or degree requirements.

Thank you,

--

Rachel J. Mars (She/Her/Hers)

Concern about the changes to the UWF code of conduct

Stewart Fulford

Tue, Sep 2, 2025 at 4:45 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

I am a student here at UWF and, when I talk to my queer friends about politics, there is an unspoken understanding that the rules are not written for them. I see in my peers a lack of faith in the institutions that are supposed to have their best interests in mind.

I am reaching out to you because my friends caught wind of these amendments and urged us to speak against it because they didn't trust the individuals tasked with acting in their best interests to protect our community.

Your efforts to protect my first amendment rights are admirable and appreciated but the importance of the policy that is being touched by these efforts necessitates a wording that does not risk defanging a tool for protecting the most vulnerable members of our community, and I do not believe the changes that are being proposed today uphold that standard.

I want to remind you of the vulnerability of your LGBT students as a population that suffers disproportionately from the epidemics of suicide and **sexual assault**. These vulnerabilities are the impetus, itself, for the current wording of the UWF code of conduct.

We are alarmed by the implications of the changes proposed here today. Could it be true that the changes proposed (the removal of "gender identity" and "sexual orientation" and addition of the term "objectively offensive", the need for the activity to be both "pervasive" AND "severe", and the requirement that the denial of equal access be "unreasonable") to the definition of sexual harassment could allow for unsanctioned student behavior or even official university policy that attacks and marginalizes queer identity to be justified as long as the current university leadership views it as "reasonable"?

I do not wish to condemn or speak on the motivations of anyone here. I only point out the risk that the addition of such a vague, infinitely definable word could have on the course of justice for those this policy is meant to protect.

So, I urge the board to think of your responsibility to the students of this university and make a decision that will win their trust back. Please show my friends that they can rely on their policymakers to protect them in the midst of a world that seeks to erase them. Please do not vote in favor of these changes.

Stewart Fulford III

Concerning Changes to the Student Code of Conduct

Elizabeth Curl <

Wed, Sep 3, 2025 at 10:00 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

To Whom it May Concern,

My name is Elizabeth Curl and I am a proud UWF alumna. I am deeply concerned by the proposed changes to the Student Code of Conduct regarding sexual harassment. The removal of clear language for "unwelcome conduct" in regard to vulnerable classes such as sex, gender, sexual orientation, or gender identity creates a loophole which will harm vulnerable students. Additionally, the lack of public meetings/comments from Dr. Mary Anderson, Vice President of the Division of Academic Engagement and Student Affairs, goes against the values of transparency and discourse.

I believe that the University of West Florida has been an institution that welcomes and protects all students, but I am unnerved by this development. Every student should be treated fairly, and it is well known that LGBTQ+ students are statistically more likely to experience harassment, assault, suicide, and other forms of violence at higher rates than other groups. This lack of clear language could be used to harm any student, regardless of who they are.

I trust that you will not pass this amendment into the student code of conduct.

Sincerely,

Elizabeth Curl, Class of 2022 and 2025

Concerns Regarding Student Code of Conduct

Celeste Cooley

To: gcfrontdesk@uwf.edu

Tue, Sep 2, 2025 at 9:38 PM

To whom it may concern,

I am writing this email regarding the proposed amendments to the Student Code of Conduct in UWF Regulation 3.010.

Personally, I am appalled by the proposal to remove protection "based on sex, gender, sexual orientation, or gender identity" from the current definition of "Sexual Harassment." To remove such protections not only enables verbal and physical assault on marginalized students but also limits their ability to seek justice in the event of such occurrences.

With the new definition, I see this as a direct assault on the LGBTQ+ members of the student body. Although it is ironic to state this assault as direct when the Board of Trustees is quietly working to remove such diction. If the board sees this as a reflection of the student body, then why hide this proposal amid jargon? Why not open this discussion to public commentary?

No student should face any form of harassment. Why make it easier for students to be targeted in UWF's academic environment? This redefinition not only threatens future classes to come, but shames classes of the university's past. I urge trustees to deny such a motion and to protect the student body they seek to represent.

Thank you for your time,
Kiana Cooley

Concerns Regarding the New Definition of Sexual Harassment

Lane Brooks

Tue, Sep 2, 2025 at 5:25 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

To whom it may concern,

I am writing this email regarding the proposed amendments to the Student Code of Conduct in UWF Regulation 3.010.

Personally, I am appalled by the proposal to remove protection "based on sex, gender, sexual orientation, or gender identity" from the current definition of "Sexual Harassment." To remove such protections not only enables verbal and physical assault on marginalized students but also limits their ability to seek justice in the event of such occurrences.

With the new definition, I see this as a direct assault on the LGBTQ+ members of the student body. Although it is ironic to state this assault as direct when the Board of Trustees is quietly working to remove such diction. If the board sees this as a reflection of the student body, then why hide this proposal amid jargon? Why not open this discussion to public commentary?

No student should face any form of harassment. Why make it easier for students to be targeted in UWF's academic environment? This redefinition not only threatens future classes to come, but shames classes of the university's past. I urge trustees to deny such a motion and to protect the student body they seek to represent.

Thank you for your time,
Lane Brooks

Lane Brooks *(He/Him)*

Concerns

Dani Winns

Sat, Aug 30, 2025 at 1:14 PM

To: gcfrontdesk@uwf.edu

Good morning,

I'm writing to express my extreme disapproval over a proposed change to the code of conduct that deletes gender and sexual orientation from the definition of sexual harassment. This feels like, at best, tacit approval of harassment LGBTQ folks face, and at worst an active attempt to promote harassment.

The new definition also seems to make it harder for disruptive action to be considered harassment, the good of which I cannot even fathom.

Regardless of any personal politics held by staff members, UWF has a moral obligation to provide a safe educational experience to all students.

Thank you for your time,

Dani Winns

Deep Concern Regarding Proposed Student Code of Conduct Changes

Gabrielle Scott

To: gcfrontdesk@uwf.edu

Thu, Aug 28, 2025 at 3:15 PM

Dear Office of General Counsel,

I hope this email finds you decently.

I am writing as a proud University of West Florida alumna and someone who has always viewed UWF as a **home away from home**—a place where students are encouraged to **explore, create, and challenge norms independently**. That is why I am deeply saddened and alarmed by the proposed changes to the Student Code of Conduct, which seek to **remove protections for students and faculty based on gender, sexual orientation, and gender identity**.

UWF has always been a community where diversity of thought and identity were celebrated. The proposed redefinition of sexual harassment, which deletes explicit protections for LGBTQ+ students and faculty, is not only harmful—it contradicts the very values of inclusion, safety, and respect that UWF has long upheld.

Every student, regardless of who they are or whom they love, deserves to feel safe on campus. These changes would undermine that principle by signaling that harassment based on identity is no longer explicitly recognized or addressed by the university. Shining a spotlight that alienates a specific community causes more harm than good. This is unacceptable and should **never have to be up for discussion**.

I urge UWF leadership to reconsider this proposal, hold a **transparent public hearing**, and ensure that any future policy changes **prioritize student safety, dignity, and inclusion** above all else. As an alumna, I believe the university has a responsibility to foster an environment where every Argonaut can thrive without fear of discrimination or harassment.

I respectfully request that these changes be withdrawn and that UWF recommit to protecting **all** of its students and faculty equally.

Regards,

Gabrielle Hale-Scott

UWF Grad Year - 2019

Fwd: STOP Stupidity

Valerie Aune
To: gcfrontdesk@uwf.edu

Mon, Sep 1, 2025 at 4:25 PM

----- Forwarded message -----

From: **Valerie Aune**
Date: Mon, Sep 1, 2025, 12:54 PM
Subject: STOP Stupidity
To: <gcfrontdesk@uwf.edu>

Move into 21st century.
Prejudice, harassment, bullying have NEVER been acceptable behavior.

DO NOT SUPPORT DeSantis/trump IGNORANT, BIGOTED policies.

Choose HONOR.

Support the Constitution of the USA.

VALERIE AUNE

Harassment policy

Ashley George <
To: gcfrontdesk@uwf.edu

Sat, Aug 30, 2025 at 9:03 PM

Don't change the language in your harassment policy to exclude protection of trans students or guests of the campus. A human being should be treated with respect and dignity no matter their gender or sexual orientation. The last thing this university needs is to embolden bigots to start nosing around women's bathrooms in search of trans women. UWF needs to focus on excellence in education, not trying to participate in some kind of war on woke that political daddies DeSantis and Trump wants you to be a part of. Your duty is to your students and faculty not politicians who could care less about UWF's reputation and integrity.

Harassment policy

alice harris <
To: gcfrontdesk@uwf.edu

Thu, Aug 28, 2025 at 6:13 PM

As a long-ago graduate of UWF, I am very unhappy with the recent changes to my university directed by DeSantis. Now, I learn that harassment of LGBTQ+ students will no longer be prohibited. This must not stand. No one should be subjected to harassment for who they are!

Alice Harris
Cantonment

Harassment Policy

Diamond Coursey

Fri, Aug 29, 2025 at 12:32 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

There is absolutely no need in changing the policy. There was nothing wrong with the way it was written to start with! All changing the policy does is allow hate to spread across campus. Policies like this will be the reason UWF gets remembered on the wrong side of history.

I am a proud UWF alum. I will not stand by and let hateful rhetoric ruin the campus life I loved and cherished.

Sincerely,
Diamond Coursey

KEEP PROTECTIONS FOR LGBTQ+ STUDENTS

Sigrid Rehrig <
To: gcfrontdesk@uwf.edu

Thu, Aug 28, 2025 at 10:41 AM

To Whom It May Concern,

As an alumna of UWF, I am shocked and disgusted to hear that the University would propose to remove protections for LGBTQ+ students and faculty from the Code of Conduct. Under no circumstances should the Code of Conduct be altered. The world is cruel enough and people's lives are already hard. Do not create opportunities for more cruelty and hardship. You should be ADDING protections for students of all walks of life to feel welcome and safe at UWF.

I expect your urgent attention to this matter.

Sincerely,
Sigrid Rehrig

New UWF Sexual Harrassment Contingencies

Rowan Diaz

Thu, Aug 28, 2025 at 8:39 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

To whomever this might concern,

My name is Rowan Diaz. I am a UWF biology major sophomore. I was assigned female at birth, and now identify as nonbinary. I have identified this way for over five years. More importantly than that, I am a human and a scholar. I have been disappointed with many of the recent events that have happened on campus, especially the new policies that have been proposed quietly. Of all of the issues that UWF has, why is the definition of sexual harrassment being considered a top priority? Why are we as a people striving to be less inclusive? When I first started going here, I was proud to be apart of such a diverse campus, where people were allowed to speak freely, even when their opinions went directly against mine.

What really bewilders me is, who does this new policy help? Is it the people who have been held accountable for harrassing other students for their gender identities or sexuality? I imagine this policy was proposed with the idea that it would help avoid 'innocent people' being accused of sexual harrassment. In reality, it only creates a more hostile environment for victims. I am unbelievably disappointed with UWF, the board, and ANYONE who felt this would do any good for our school. I can only hope that others such as myself reach out to protest this proposal, and that the board can see some sense.

No Changes to Harrassment Policy

Aaron Elliott <
To: gcfrontdesk@uwf.edu

Tue, Sep 2, 2025 at 9:50 PM

To whom it may concern:

Changing the Sexual Harrassment policy makes no sense and signals to students and faculty that UWF is a school that tolerates harassment. It makes UWF a more dangerous school, especially for women.

This is not an issue about being "woke", but is an issue of being a decent human being with respect for other human beings. This goes against my religion and our community's general sense of decency.

I urge you not to make the proposed changes to this policy. Please, for the good of our students, strike this wrong-headed policy down.

Thank you.

Objection from a highly concerned citizen...

John Robertson

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 2:15 PM

To the Board of Trustees and Administrators of the University of West Florida:

I strongly object to the proposed change to the University's sexual harassment policy. By redefining harassment as conduct that must be severe, pervasive, and objectively offensive, the University reduces the standard so significantly that many harmful experiences will no longer be recognized or addressed.

This change weakens protections—especially for women, LGBTQIA+ individuals, and other marginalized groups—and sends the wrong message: that safety and dignity are negotiable.

The University should be expanding protections, not narrowing them. I would like you to reject this harmful revision and maintain policies that prioritize the well-being and equal access of every member of the UWF community and human beings in general. Basic dignity is what you owe to the world as leaders in education.

Sincerely,

John Robertson
Concerned Citizen and Community Member

Objection to Change in Sexual Harrassment Policy

Stephen M. <

Wed, Sep 3, 2025 at 1:55 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

To the Administrators of the University of West Florida:

I strongly object to the proposed change to the University's sexual harassment policy. By redefining harassment as conduct that must be severe, pervasive, and objectively offensive, the University raises the bar so high that many harmful experiences will no longer be recognized or addressed.

This change weakens protections—especially for women, LGBTQIA+ individuals, and other marginalized groups—and sends the wrong message: that safety and dignity are negotiable.

The University should be expanding protections, not narrowing them. I would like you to reject this harmful revision and maintain policies that prioritize the well-being and equal access of every member of the UWF community.

Sincerely,
Stephen Mack
Concerned Community Member

Objections to Proposed Changes to UWF Harassment Policy

twentyUWF

Wed, Sep 3, 2025 at 11:13 AM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

As a devout conservative and long-time supporter of the University of West Florida, I STRONGLY object to the proposed change to UWF's conduct code change for the following reasons:

1. UWF's welcoming and safe atmosphere has helped it thrive (in the most conservative part of the state). Sacrificing that sense of safety will damage the good will the university has created and jeopardize its future.
2. The proposed policy conveys that UWF is indifferent to harassment--therefore to the safety of students, faculty, staff, and community members--which would result in the following:
 - Loss of reputation
 - Lower enrollment
 - Less funding under state metrics
 - Lawsuits and complaints
 - Ineligibility for accreditation of the university's most prestigious program
3. Furthermore, the proposed definition is untenable based on the following:
 - The proposed changes would have a chilling effect on reporting harassment, leaving students and others to feel helpless and unprotected.
 - Harassment is hurtful, painful, and can lead to severe consequences such as depression and suicide, even when it doesn't meet the narrow definition that is proposed.
 - There is no such thing as "objectively" offensive harassment.
 - The proposed language excludes hurtful episodes (e.g., hurtful jokes, cruel images, threats and intimidation) that cause real harm although they would not be included in a policy that defines harassment as "alters the terms and conditions of den[ying] the Complainant's equal access to the University's education program or activity."

In short, the personal pain and tragedies (not to mention the damage to UWF) that would result from allowing any person to be harassed with impunity are devastating and are directly counter to the mission and responsibility of a public university. Please protect our students and our university by keeping the current policy.

Oppose Proposed Amendment – Protect All Students

Contact If Not Us

Wed, Sep 3, 2025 at 5:47 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Dear UWF Board of Trustees & Office of General Counsel,

I strongly oppose the proposed amendment to UWF's regulations. Every student deserves to learn in an environment free from harassment, intimidation, and discrimination. Weakening protections sends the wrong message and risks both student safety and the reputation of the university.

Please reject this amendment and stand for inclusion, dignity, and equality for ALL students.

Sincerely,
Kristy Rosen
Cantonment, FL

Oppose Proposed Amendment – Protect All Students

joe.baas@icloud.com
To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 6:03 PM

Dear UWF Board of Trustees & Office of General Counsel,

I am writing in strong opposition to the proposed amendment to UWF's regulations. Every student—LGBTQ+ or not—deserves to learn in an environment free from harassment, intimidation, and discrimination.

Exclusion isn't the answer, it never is. Do not help propagate hate. You have the power to create a safe environment for truthful, unbiased education.

True knowledge is POWER!

Acceptance of others despite their differences, is an ability that comes from an understanding of fact. That being, we are all human; therefore equal. Does that not afford all the same protection?

Don't be part of the problem, be part of the solution!

Weakening protections sends the wrong message: that UWF will tolerate hostility instead of fostering a safe, inclusive, and welcoming campus. This is not only harmful to students, but it risks the reputation of the university as a whole.

I urge you to reject this amendment and reaffirm UWF's commitment to equity and safety for ALL students.

Sincerely,
Joe Baas
Cantonment, FL

Oppose Proposed Amendment – Protect All Students

K McCranie <

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 4:43 PM

Dear UWF Board of Trustees & Office of General Counsel,

I am writing in strong opposition to the proposed amendment to UWF's regulations. Every student—LGBTQ+ or not—deserves to learn in an environment free from harassment, intimidation, and discrimination.

Weakening protections sends the wrong message: that UWF will tolerate hostility instead of fostering a safe, inclusive, and welcoming campus. This is not only harmful to students, but it risks the reputation of the university as a whole.

I urge you to reject this amendment and reaffirm UWF's commitment to equity and safety for ALL students.

Sincerely,
Katie
Pensacola, FL

Oppose proposed amendment—Protect All Students

carrie ballenger

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 4:54 PM

Subject: Oppose Proposed Amendment – Protect All Students

Dear UWF Board of Trustees & Office of General Counsel,

I strongly oppose the proposed amendment to UWF's regulations. Every student deserves to learn in an environment free from harassment, intimidation, and discrimination. Weakening protections sends the wrong message and risks both student safety and the reputation of the university.

Please reject this amendment and stand for inclusion, dignity, and equality for ALL students.

Sincerely,
Carrie Lynn Whatley, BSW Class of 2011
Pensacola, FL

Opposing Proposed Amendment – Protect ALL students

Lee Thrasher

To: Gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 6:22 PM

Dear UWF Board of Trustees & Office of General Counsel,

I am writing in strong opposition to the proposed amendment to UWF's regulations. Every student—LGBTQ+ or not—deserves to learn in an environment free from harassment, intimidation, and discrimination.

Weakening protections sends the wrong message: that UWF will tolerate hostility instead of fostering a safe, inclusive, and welcoming campus. This is not only harmful to students, but it risks the reputation of the university as a whole.

I urge you to reject this amendment and reaffirm UWF's commitment to equity and safety for ALL students.

Sincerely,

Lee Thrasher
Fort Walton Beach, FL

Opposition to Amendment to UWF REGULATION 3.010 Student Code of Conduct

CWdancerGA <

Thu, Sep 4, 2025 at 4:31 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Fred W. Storner (1982), I am an Alumnus and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

-I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.

-I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.

-I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Fred W. Storner (Class of 1982)

Opposition to Process and Proposed Changes - UWF Student Code of Conduct

Jeff Nall

Tue, Sep 2, 2025 at 4:24 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Good afternoon,

I am writing as a graduate of UWF and member of this community to express my objection to not only the content of the proposed changes to the University of West Florida Student Code of Conduct but also the process, during which stakeholders have been denied a public meeting.

I earned a Master's at UWF in Strategic Communication & Leadership. This graduate program emphasizes collaborative leadership, effective listening, ethical practices, teamwork, data-driven decision making, and innovative message design. Cancelling the Student Affairs Committee meeting set for August 14 one day before on the 13th and then quietly releasing a Notice of Proposed Amendment to Regulation into the ether with a due date of September 3, the day after a holiday weekend, is grossly inconsistent with sound best practices for success taught in the program.

I strongly urge Dr. Mary Anderson, Interim Vice President of the Division of Academic Engagement and Student Affairs, to not push the changes without holding a public meeting. UWF students and the community deserve better and a public forum for discussion.

Jeff Nall

UWF Class of 2014

Opposition to Proposed Changes to Student Code of Conduct

Ashley Scavino
To: gcfrontdesk@uwf.edu

Mon, Sep 1, 2025 at 10:24 AM

Dear Office of the General Counsel,

As a proud alumnus of the University of West Florida, I am writing to express my strong opposition to the proposed changes to the Student Code of Conduct regarding the definition of sexual harassment.

Removing explicit protections based on sexual orientation, gender, and gender identity sends a troubling message that LGBTQ+ students, faculty, and staff are not equally valued members of the UWF community. This revision not only weakens safeguards against harassment but also undermines UWF's stated commitment to diversity, inclusion, and student safety.

The proposed language change narrows the definition of harassment to an unreasonably high threshold, making it far more difficult for vulnerable students to seek redress. Such a change risks fostering a hostile learning environment, discouraging students from reporting harassment, and ultimately diminishing the reputation of the University.

As an alumnus, I credit UWF with helping to shape my academic and personal growth. It is deeply disheartening to see the University moving away from principles of equity and protection for all students. I urge the University to reject the proposed changes and instead reaffirm its commitment to safeguarding every student, regardless of sex, gender identity, or sexual orientation.

UWF has long prided itself on being a welcoming institution. I hope the leadership will demonstrate that those values remain intact by ensuring that LGBTQ+ students and faculty remain fully protected from harassment and discrimination.

Sincerely,

Ashley Scavino

Pending Regulation Student Code of Conduct UWF REG 3.010

Kristil Tatum <
To: gcfrontdesk@uwt.edu

Tue, Sep 2, 2025 at 10:58 PM

Hello,

I am writing to express my concerns about the current pending regulation for your consideration. Thank you.



To the University of West Florida General Counsel.docx
18K

To the University of West Florida General Counsel,

I am writing to express my concerns about the current proposal to amend the student Code of Conduct regulations (UWF/REG 3.010). It is my understanding that the changes are being proposed to protect free speech and update definitions. However, I contest that the proposal set forth does not enhance free speech but hate speech and that the changes present greater danger to the safety and well-being of students, staff, and faculty members at UWF.

Consent

Striking out words like *intimidation*, *coercion*, *manipulation*, and *assumption*, sends the message that under the new definition, these acts are permissible when trying to circumvent consent. While the new definition notes that consent must be informed, freely given, and mutually understood, it should remain clear that intimidation and manipulation will also not be tolerated. Some may argue that these acts already fall under the umbrella of coercion, but coercion is defined by persuasion, especially under force or threat. Intimidation is different because it acknowledges a power imbalance (whether that be social, economic, or cultural for example), and manipulation acknowledges a psychological influence—and both cases are overlooked in this proposal.

Students already struggle with understanding consent and knowing where the lines are that they should and should not cross. It serves no one to limit the definition further because that gray area of confusion will only widen. We do not want our students to use force or coercion, but we also do not want them to intimidate or manipulate others, so we should not go out of our way to remove clarity around these actions. We do a disservice to all parties involved by not giving them the clearest possible definition of consent that we can give. Therefore, we should operate out of an abundance of caution and clarity and include as many examples as possible of what does and does not constitute consent by leaving the definition as it is or even expanding upon it to include that consent should also be enthusiastic, reversible, and specific. If the purpose of these changes is to protect free speech, we must ask ourselves if manipulating others into committing sexual acts that they do not want to commit is the purpose of free speech and whether that right should supersede a person's right to not be physically assaulted.

Sexual Harassment

The new wording suggests that sexual harassment is based on sex alone. I do not know whether this is the intent, but this wording will likely be understood to mean biological sex only. The previous inclusion of the terms “gender, sexual orientation, and sexual identity” in the definition of sexual harassment is an acknowledgment that sex-based harassment can

occur beyond biology alone. But if the updated version implies that sex is only biological, then it ignores that sex is also behavioral, psychological, and cultural among other things. That is where we get terms like *sexual* intercourse, *sexual* attraction, and *sexual* harassment: they are intercourse, attraction, or harassment that are rooted in a sexual basis. So, if someone is harassed about their preference of partner based on that partner's biological sex, it is still harassment of a sexual nature. The only difference is that now, they may be less likely to come forward about it because they are unsure about whether they can expect support since their lifestyle reflects one of the excluded groups. The removal of these terms creates another hurdle for victims to overcome as well as a loophole through which aggressors will be encouraged to act with impunity. What could be the benefit of excluding these groups from being explicitly protected against sexual harassment?

Knowing that the proposed changes are written with the First Amendment in mind, and I am aware that under the current definition, misgendering a person or refusing to use their preferred pronouns can be considered sexual harassment, and I suspect that is what the new proposal aims to avoid. I will go so far as to agree with the stance that misgendering someone or refusing to use their preferred pronouns should not be considered sexual harassment in itself. However, the act of repeatedly, intentionally, severely, or maliciously misgendering someone to cause them distress can impede their education or employment performance and should be considered a form of sexual harassment. Furthermore, why would we protect acts of harm more emphatically than we protect people from being harmed by those acts? Being asked to respect someone's pronouns is not the same as being forced to. As it stands now, anyone who does not wish to use a person's preferred pronouns can choose not to. They have the option to simply not discuss the person in question, or they can get creative and say things like, "my classmate," "my colleague," or even "that person." They can literally say anything or nothing at all, but using abusive language to express prejudice is, by definition, hate speech, and it should not be conflated with free speech.

I know that the new proposal has been written in an effort to comply with changing state and federal guidelines, but I believe that there is a real possibility that some of these changes will certainly promote greater harm than good, and I am writing this because I feel that I have a responsibility to point out potential harms if I see them. I do not know the depths or legalities around this document, but I do understand nuance and the impact it can have if others understand this proposal as I have understood it. If it is possible to take a step back to further reevaluate the potential negative impacts of the new changes, to consult more experts and stakeholders, or to get input from our campus community, I believe we will better serve everyone in creating a culture of care that benefits all of our students equally.

Proposed amendment to code of conduct

Annette Remitera

Fri, Aug 29, 2025 at 2:29 PM

To: gcfrontdesk@u

Hello,

My name is Annette Remitera. I am a proud UWF Alumni and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,

Annette Remitera, PT, DPT

Proposed Amendment to Regulation 3.010 Student Code of Conduct

nora <
To: gcfrontdesk <gcfrontdesk@uwf.edu>

Tue, Sep 2, 2025 at 9:34 PM

Hello,

My name is Nora Emling. I am an alumni, a local resident, a business owner, and a stakeholder in various non-profits in the gulf coast area. I am writing to voice my strong opposition to the proposed amendments to the university's student code of conduct published on August 20.

I am opposed to these changes because stakeholders like myself were not given the opportunity to provide input in a public meeting.

I am opposed to the attempt to push these changes through without transparency, which I view as underhanded and undemocratic.

I am deeply opposed to the effort to remove protections for students based on gender identity, gender expression, and sexual orientation.

For years, I have been proud to support a university that has served as a safe place for all to learn and grow. If these changes are adopted, that will no longer be true, and I will not be able to support the university in any form.

I demand that you do not adopt the proposed changes and that you commit to holding a public hearing on any future or current amendments that would affect students and our community.

Thank you for your time and attention to this urgent matter.

Sincerely,

NORA EMLING

Chief Executive/Financial Officer~CleverOgre

Proposed Amendment: UWF REGULATION 3.010 Student Code of Conduct

Caroline Erb Art

Fri, Aug 29, 2025 at 2:11 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

To Whom It Concerns,

My name is Caroline Erb and I'm an alumnus of UWF. I'm writing because I'm deeply troubled and disturbed by the proposed changes to the Student Code of Conduct regarding sexual harassment. It is clear to myself and others that this attempt to redefine what constitutes "sexual harassment" directly puts LGBTQ+ students at a greater risk for discrimination and harm by removing language such as "unwelcome conduct based on sex, gender, sexual orientation, and gender identity." The proposed verbiage of "unwelcome conduct on the basis of sex" would create the loophole that harassment against LGBTQ+ students, some of the most vulnerable for abuse within our student population, would be justifiable under the University's terms. I'm further troubled that Dr. Mary Anderson, Interim Vice President of Academic Engagement and Student Affairs, has not held a public meeting for this proposed amendment.

If you actually care for the wellbeing and rights of the current UWF student population and those to come, I trust you will not pass this amendment into the Student Code of Conduct.

Sincerely,
Caroline Erb, Class of 2023

Proposed amendments to University's student code of conduct

Matthew Sparks

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 5:07 PM

Hello,

My name is Matthew Sparks, I am a local resident and a veteran and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Matthew Sparks

Proposed Changes to University of West Florida Student Code of Conduct

Whitney Sanders <

Thu, Aug 28, 2025 at 1:10 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

To whom it may concern,

As a business owner in the community, as well as a parent of school-aged children, I am aghast at the changes proposed to UWF's Student Code of Conduct. Weakening and removing language that protects students from harassment will absolutely make UWF a less safe school for all, not just our friends in the LGBTQ+ community. Not to mention it will deter the best and brightest from coming to our state, which is already suffering under the abysmal leadership of Ron DeSantis, and Pensacola as a whole will continue the brain drain that has plagued us for years. Why would any business want to move here and invest in us when UWF isn't committed to a healthy learning environment for its students?

Please reconsider this change.

Sincerely,

Whitney Evans Sanders

Proposed Code of Conduct Changes

Merlin Caitlin Ramsey-Smith

Tue, Sep 2, 2025 at 5:12 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Copy/paste email to oppose removal of gender, gender identity, and sexual orientation from UWF's definition of sexual harassment:

Hello,
My name is Merlin Ramsey-Smith, I am a local resident and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

-I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.

-I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.

-I am opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Merlin Ramsey-Smith

Proposed Code of Conduct Changes

Jackie Brackett

Wed, Sep 3, 2025 at 8:08 AM

To: gcfrontdesk@

To Whom it May Concern:

I am writing today in strong opposition of the proposed changes to the Student Code of Conduct. Enacting such changes will make it easier for bullies to get away with harassment on the grounds of a technicality. The current language ensures the protection of victims of all types within our campus, and the proposed changes will make our campus not only less secure, but also more hostile. Keep our campus safe and do not implement the proposed changes.

Thank you for your consideration in this matter,
Jacklyn Brackett

Proposed Code of Conduct Changes

Rachel Velasquez

To: gcfrontdesk@uwf.edu

Fri, Aug 29, 2025 at 2:27 PM

Hello,

My name is Rachel Velasquez, I am a local resident and chapter advisor for a sorority on the UWF Campus and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Proposed Student Conduct Changes

Kendall Whitley

To: gcfrontdesk@uwf.edu

Fri, Aug 29, 2025 at 10:29 AM

Hello,

I am writing as a life-long Pensacola Resident, and former supporter of UWF. Over the past months the community has witnessed the harmful, non-localized and radical turn that leadership has taken.

I am concerned about the recent proposed changes to the Student Conduct Handbook. These changes indicate to staff, students, and the neighboring community as a whole that hate via discrimination, exclusion, and even violence (re: the updated sexual assault language) are acceptable parts of your culture.

This precipitous behavior will absolutely set the stage for (God-forbid) violence to occur. When it does, because, let me emphasize- when those in a position of power (the institution of UWF) use their voice (conduct codes/DEI reform/etc.) to fuel hate and division- that will manifest on your campus.

If you can't think about or sympathize with how these marginalized groups of people have and will continue to experience harm within your place of work, I encourage you to consider the impact that this will have on your own life.

Consider the fact that when students experience disagreement with teachers, they bring those concerns to administration.

Consider the fact that when the community learns about outrageous setbacks we bring our concerns to you- the administration.

That when faculty and staff quit or are fired that adds extreme strain on you, the administration.

Wouldn't it be nice to return to a time when UWF was celebrated in the community proudly instead of dealing with what is only the very beginning of pushback from these radical changes?

I encourage whoever is reading this, the teachers, the administration support staff, and anyone else who has an inkling that these changes need to come to an end to speak up now. Talk about this with your team members. Talk about it with your family.

Decide just exactly how much is the cost of silence in the face of hate and division.

-Kendall Whitley

Protect All Students

Anna Davis

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 6:18 PM

Dear UWF Board of Trustees & Office of General Counsel,

I am writing in strong opposition to the proposed amendment to UWF's regulations. Every student—LGBTQ+ or not—deserves to learn in an environment free from harassment, intimidation, and discrimination.

Weakening protections sends the wrong message: that UWF will tolerate hostility instead of fostering a safe, inclusive, and welcoming campus. This is not only harmful to students, but it risks the reputation of the university as a whole.

I urge you to reject this amendment and reaffirm UWF's commitment to equity and safety for ALL students.

Sincerely,

Anna Davis
Gulf Breeze, FL

Protect ALL students

Rachel Trahan

Fri, Aug 29, 2025 at 10:45 AM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

I continue to be horrified and disheartened by the nonsense inflicted upon the UWF Board of Governors by Desantis and his Heritage Foundation bros, which is now continuing with the threat to dismantle protections for LGBTQ+ students and faculty. Why is this university going backward? What is wrong with inclusion?

Oh wait. I know what it is: if you're not producing white Christian nationalist voters, you're out. So that includes educated women (thanks for making it so obvious, Yenor and Kissel), anyone of Color, and LGBTQ+.

UWF used to be my children's back up school. No more. I want them out of this state, if this is the way that public education is going. Florida is going backward and it's abhorrent. I dissent, and we will be applying elsewhere.

Pensacola Resident,
Rachel Trahan

Public Comment - Student Code of Conduct

Jaime Diffie

Tue, Sep 2, 2025 at 4:58 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Jaime Diffie, I am an Alumni and I am contacting you to voice my opposition to the proposed amendments to the university's Student Code of Conduct which was published on August 20th, 2025.

I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.

I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.

I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Jaime Diffie

Public comment about student code of conduct change

Courtney Poucher

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 7:35 PM

To whom it may concern,

When it comes to harassment, no harassment is reasonable. Imagine going to a university where you know you can be harassed just because of who you are attracted to or what gender you identify with. This nation's attacks on LGBTQ people HAS to stop. If you don't agree with their choices, then don't make those choices for yourself. You should want a university where everyone is welcome. Kindness and academic excellence should be the focus, not culture wars, hate, and bigotry. I'm so disappointed in UWF.

~Courtney Keith~

Public comment on changes to SCOC regulation 3.010

Rin Amos <

Wed, Sep 3, 2025 at 4:36 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

To whom it may concern,

I and many students in my community are deeply offended and appalled by the proposed changes to the student code of conduct. I am sending you this email as a public comment on Regulation 3.010 in the Student Code of Conduct.

It changes the definition of sexual harassment to require the behavior be "objectively offensive" and "unreasonable," increases the restrictions, and removes sexual orientation and gender identity from the protections. I find it horrifying that ANY form of harassment could be considered "reasonable" enough for inaction on the part of the institution. I find it scary that someone's safety could come down to what is deemed "objectively offensive" with no guidelines to that definition. I want it known that I and many others are shocked by the idea that harassment for one's gender identity or sexuality could ever be dismissed as anything less than what it is: STILL HARASSMENT. No matter how "legitimate" someone may view a person's identity to be, harassment is still harassment.

To say this is because of free speech is both laughable and horrifying. Harassment is not speech and should not be protected as such. Extending protections to SEXUAL HARASSMENT under the thin veil of protecting "free speech" makes UWF a more unsafe place for all students and faculty. Those responsible for these changes should feel ashamed of themselves. All harassment interferes with education, no matter how "reasonable." The previous definition, while itself flawed, was clearly more secure for students than these proposed changes.

I trust I have said my piece. Whether I can trust that it will be listened to is another matter. Please pass on my comment to the best of your ability.

Thank you for your time,

Rin Amos

Public Comment on UWF Regulation 3.010

Brianna Nicholson

Mon, Sep 1, 2025 at 10:26 AM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

To whom it may concern,

As an Alumni of the University of West Florida, I am writing to express my deep concerns and disapproval of the proposed amendment to UWF Regulation 3.010 Student Code of Conduct which would change the definition of Sexual Harassment. This amendment would not serve the best interests of the students who attend this university, and would promote a culture of disrespect for students across campus. As stated in the general statement of UWF Regulation 3.010, "A critical mission of the University of West Florida is to promote a vibrant academic atmosphere in which Students not only receive a well-rounded education, **but learn to become productive and ethical members of society.**" The University of West Florida should be a place where students' voices and concerns are heard, respected, and valued. This amendment would make reporting sexual harassment much more difficult for students experiencing unwelcome conduct in any form. I am deeply disappointed in my University, disapprove of this amendment, and strongly urge that this amendment not be adopted.

I appreciate the opportunity to voice my concerns.

Thanks,
Brianna Nicholson

Public Comment

Susan Harrell

Wed, Sep 3, 2025 at 3:02 PM

To: gcfrontdesk@uwf.edu

Re: Removal of protections based on sexual orientation, gender identity and gender expression from the UWF Student Code of Conduct

1. This subject should be addressed in a public meeting with advance notification.
2. The inability of humans to recognize, acknowledge and accept the many differences among humans will never lead to peace. Failure to educate students on those topics is crucial to facilitating harmony.

Thank you,

--

Susan W. Harrell, J.D.

PUBLIC COMMENT: Proposed changes to student code of conduct

Victoria Jones

Fri, Aug 29, 2025 at 2:59 PM

To: gcfrontdesk@uwf.edu

Hello,

My name is Victoria Jones, I am a local resident and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Regarding Proposed Amendments published 8/20

Victoria Saladino

To: gcfrontdesk@uwf.edu

Wed, Sep 3, 2025 at 2:14 PM

Hello,

My name is Victoria Saladino, I am a local resident and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Victoria Saladino

Regulation 3.010 Comments

Carly Gray

Tue, Sep 2, 2025 at 9:23 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

To the UWF Board of Trustees, and anyone else involved with and/or responsible for the proposed changes...

I'm writing to express my grievances with the updates to the Sexual Harassment segment in UWF's student code of conduct.

The very first change in this update is to remove "intimidation" from a list of unacceptable routes to gain consent. The word "intimidation" is actually struck out **multiple times** throughout this document. This benefits no one but abusers. If someone approaches me, someone taller and stronger than me, and speaks with an intimidating manner and message, I would no longer be able to do anything about it under the updated regulations. I would have to continue coming to campus every week, terrified of seeing that face, hearing that voice again. Women especially face this type of harassment, and minors to an even higher degree. There are dozens of minors on this campus. And I am one of them. Tell me, do you truly believe the scenario above is an acceptable experience for a teenager to go through? Intimidation has been and always will be a tool used by manipulators of every kind, and the strike of this one word from our code will allow them free use of that tool, with no consequences. Do you understand the power they carry with that? You don't have to outright threaten someone to gain "consent." Intimidation alone is enough to sway a vulnerable or anxious person to do as you say. Humans are born with intuition and instinct; we learn social cues and behaviors, so it is easy for most individuals to pick up on underlying and unspoken threats. Sexual harassment, and harassment of *any* kind, is NOT free speech. It is an **abuse** of the First Amendment, not a legitimate utilization. The First Amendment only applies as long as you aren't causing physical harm or prolonged or severe mental strain to someone.

"Unlawful harm/violence" comes up multiple times in the changes, and I'm curious as to what is meant by that. Is lawful violence self-defense? Or is there a certain degree of unprompted harm at which it becomes unlawful? On top of this, the new definition of "sexual harassment" implies that there is a degree to which sexual harassment is reasonable, and the word "or" was replaced with "and," setting the precedent that unless all of the factors listed are true, and all of which to an "unreasonable" degree, the victim **will not** be protected under this section of the UWF student code of conduct.

This update only gives students one more reason not to report their harassment cases. "...most students who report having been victimized do not report that assault to any campus resources... victims were [doubtful] that officials would take their reports seriously. " ([AAU Survey on Sexual Assault and Misconduct, 2019](#), page 1) Based on this outtake of the linked survey, it's obvious that UWF's proposed code alterations will not only make it more difficult to get a case, but that difficulty will also cause a drop in the amount of reports filed in the first place. Is your goal to silence the harm done to our students? Do you want us to struggle alone and without hope?

I have attached some extra materials from the report mentioned above. See Table 36 on page 367, Table 37 on page 373, and the Glossary of Terms on page 5 of the full document to view this information in its original context.


I plan to use my First Amendment rights appropriately by speaking the truth about this matter and assembling my peers to oppose it. If this update passes, we will not fall silent. We will be loud, and we will be persistent. But I will also do my utmost to keep such protests peaceful, because regardless of my distaste for this update and its proponents, we all deserve to feel safe on campus.

Over 40% of students experienced at least one sexually harassing behavior in college. ([National Sexual Violence Resource Center](#))

2 attachments

Sexual harassment refers to behaviors with sexual connotations that interfered with an individual's academic or professional performance, limited the individual's ability to participate in an academic program, or created an intimidating, hostile, or offensive social, academic, or work environment.

Screenshot 2025-09-02 211228.png
23K

 aau-report_rev-01-17-2020.pdf
229K

Sexual harassment refers to behaviors with sexual connotations that interfered with an individual's academic or professional performance, limited the individual's ability to participate in an academic program, or created an intimidating, hostile, or offensive social, academic, or work environment.

Table 36. Percent of Students Who Experienced Different Types of Harassing Behavior, by Gender and Student Affiliation¹

Survey Item Response	Total		Woman				Man			
			Undergraduate		Graduate or Professional		Undergraduate		Graduate or Professional	
	%	StdErr	%	StdErr	%	StdErr	%	StdErr	%	StdErr
<i>Since you have been a student at [University], has a student, or someone employed by or otherwise associated with [University]:³</i>										
Made sexual remarks, or told sexual jokes or sexual stories that were insulting or offensive to you?	27.0	0.1	42.0	0.2	26.1	0.2	18.3	0.2	13.0	0.2
Made inappropriate or offensive comments about your or someone's else's body, appearance, or sexual activities?	33.7	0.1	48.2	0.2	27.8	0.2	29.6	0.2	18.2	0.2
Said crude or gross sexual things to you or tried to get you to talk about sexual matters when you didn't want to?	16.0	0.1	25.2	0.2	12.0	0.2	12.5	0.2	7.6	0.1
Used social or on-line media to send offensive sexual remarks, jokes, stories, pictures, or videos <u>to you</u> ; or communicate offensive sexual remarks, jokes, stories, pictures, or videos <u>about you</u> ?	8.2	0.1	14.2	0.1	4.6	0.1	6.5	0.1	3.0	0.1
Continued to ask you to go out, get dinner, have drinks, or have sex even though you said, "No?"	11.2	0.1	22.3	0.1	9.0	0.1	5.5	0.1	2.1	0.1
At least one of the above	41.8	0.1	59.2	0.2	36.6	0.2	36.2	0.3	23.0	0.3
<i>Did (this/any of these) experience(s) affect you in any of the following ways?⁴</i>										
Interfered with your academic or professional performance	15.2	0.1	18.2	0.2	19.5	0.3	7.7	0.2	10.5	0.4
Limited your ability to participate in an academic program	7.7	0.1	8.2	0.1	11.7	0.2	3.8	0.2	6.0	0.3
Created an intimidating, hostile, or offensive social, academic, or work environment	41.1	0.2	48.2	0.3	50.1	0.4	24.7	0.4	29.2	0.6
At least one of the above	45.3	0.2	53.0	0.2	54.6	0.4	27.9	0.4	33.0	0.6

Table 37. Percent of Students Who Experienced Harassing Behavior, by Characteristics of the School, Gender, and Student Affiliation^{1,2}

Survey Item Response	Woman				Man				TGQN ³				Decline to State			
	Undergraduate		Graduate or Professional		Undergraduate		Graduate or Professional		Undergraduate		Graduate or Professional		Undergraduate		Graduate or Professional	
	%	StdErr	%	StdErr	%	StdErr	%	StdErr	%	StdErr	%	StdErr	%	StdErr	%	StdErr
<i>Total enrollment</i>																
2,000 to 24,999	61.3	0.3	36.6	0.4	42.5	0.4	22.5	0.3	68.0	1.6	53.9	2.4	43.1	4.2	31.3	2.5
25,000 to 33,999	58.7	0.4	35.1	0.4	36.2	0.4	23.6	0.4	66.9	2.3	56.1	3.0	42.2	4.4	33.8	3.9
34,000 to 46,999	59.8	0.4	35.9	0.5	34.9	0.5	23.2	0.7	64.7	2.7	51.3	3.6	32.3	4.3	28.0	4.4
47,000 or more	57.6	0.5	40.4	0.7	32.6	0.6	22.9	0.8	60.9	2.9	50.3	4.8	31.6	4.4	33.2	6.8
<i>School type</i>																
Public	58.1	0.2	40.2	0.4	33.8	0.3	24.3	0.5	62.9	1.8	54.1	2.5	34.1	3.0	30.9	3.7
Private	62.1	0.3	33.8	0.3	42.5	0.5	22.0	0.3	69.8	1.3	52.8	2.0	43.7	3.7	31.8	2.4
<i>Percent of women enrolled</i>																
36% to 49%	59.5	0.4	38.4	0.4	34.0	0.5	21.9	0.4	62.9	2.4	48.1	2.9	31.2	4.9	32.3	3.9
50% to 53%	58.6	0.3	35.5	0.3	36.1	0.4	23.2	0.4	66.8	1.5	58.2	2.2	38.8	3.2	31.2	2.7
54% or more	60.1	0.4	36.8	0.5	39.8	0.6	24.2	0.6	63.7	2.8	51.9	3.6	37.5	5.3	30.5	4.8
<i>Campus crime level⁴</i>																
Low	59.8	0.4	33.7	0.5	35.2	0.6	21.2	0.5	65.2	2.8	57.3	4.3	35.0	4.3	30.5	4.4
Medium	57.7	0.3	37.7	0.4	34.0	0.3	23.3	0.4	63.3	1.8	52.3	2.5	34.4	3.3	29.8	3.4
High	63.9	0.3	37.0	0.3	45.4	0.5	23.6	0.3	70.3	1.7	53.3	2.3	48.8	4.6	33.9	2.8
<i>Percent of students living on campus</i>																
19% to 23%	57.1	0.4	41.9	0.6	33.1	0.6	23.3	0.7	61.7	2.7	54.9	4.2	35.0	4.8	35.4	6.0
24% to 53%	59.8	0.3	34.9	0.3	36.1	0.4	22.7	0.4	65.5	2.1	54.2	2.3	35.4	2.9	29.6	3.4
54% or more	60.7	0.3	35.4	0.4	41.2	0.5	22.7	0.3	68.5	1.5	50.8	2.6	42.2	4.6	31.0	2.7

Regulations Changes

Taylor Perritt <
To: gcfrontdesk@uwf.edu

Thu, Aug 21, 2025 at 2:31 PM

Good afternoon,

I am wondering who we contact to make commentary/complaints about the proposed changes to the regulations in the Student Code of Conduct? Since the previous BOT meeting was cancelled, and any public comment/discussion was effectively denied, will the proposed changes be discussed at the next one? Is there a place where the BOT can explain what the specific purpose of language changes are to the meaning and extent of the regulations and/or definitions? For instance, the choice to remove the word "intimidation" from definitions relating to consent and sexual harassment. Why does this change provide clarity or adjust meaning, and how was this determined? Will these linguistic changes impact how the regulations are carried out, and if so in what way? I, along with my peers, would appreciate some clarity on the matter, as students, alumni, and community members. Looking forward to hearing from you.

Respectively,
Taylor Perritt

Removal of DEI policies and protections

Jim Saski js020104

Fri, Aug 29, 2025 at 1:03 PM

To: gcfrontdesk@uwf.edu

August 29, 2025

To Whom It May Concern:

I am writing to express my opposition to the removal of DEI policies and protections at UWF. As a retired University professor and Student Services administrator, I know how important a safe university campus is to young people growing into adulthood - physically safe, socially safe, and emotionally safe. Removing a safe environment for even a minority of students, particularly students already in precarious social situations, will reduce UWF to just another job-training program.

Removal of DEI policies and protections at another Florida university resulted in a sizable reduction in students, in faculty, and in regard for the institution. After the tremendous gains in students, faculty, financial support, and - most of all - positive regard for UWF in the past few years, it would be negligent to allow political motives to destroy what has been built at UWF.

Sincerely,

Dr. Jim Saski

Removing LGBTQIA+ Protections

robbeloth@me.com

Thu, Aug 28, 2025 at 12:43 PM

To: gcfrontdesk@uwf.edu

It is NOT ok to harass people based on their sexual orientation or gender identity. Harassment leads to bullying which leads to violence and suicide.

Don't give in to the radical right's war on those they have worked to dehumanize. Once a group of people can be dehumanized, they can be permanently removed from society. A society that would be beige and boring with out LGBTQIA+ culture!

Don't change!

Sent from Christopher

Response to Proposed Changes for Student Code of Conduct

Gabby Ruiz

Wed, Sep 3, 2025 at 1:16 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Gabby. I am an alumna and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am vehemently opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow. These changes would mean that I will withdraw all support for the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

If these changes occur, I will never be proud to consider myself an Argonaut.

Thank you,
Gabby Ruiz

Student Code of Conduct Changes- Alumni Concern

Keysha Alston

Fri, Aug 29, 2025 at 11:50 AM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

To whomever is the newly appointed General Counsel following the firing of the GC a few weeks ago and the departure of the Asst. GC,

Other individuals included on this email- I'm including you to express (possible) solidarity and transparency in case GC does not provide access to received feedback from the community.

I'm writing to voice my strong opposition to the proposed amendments to UWF Regulation 3.010, Student Code of Conduct.

It's disheartening to hear that the UWF administration has fired multiple people in the past few months (including the director of OCCA, who also had oversight over Title IX) and are now policy drifting at an accelerated pace to change the Student Code of Conduct to be less inclusive, limit student's ability to report, and abdicate responsibility for creating a safe, equitable campus. As someone who has worked in higher education for 15 years (several at UWF, where I also received both of my degrees), I imagine these mass firings, resignations, and policy drifts are because folx voiced concern and pointed out the lack of legal precedent to change the code. ***The UWF administration is choosing to policy drift because you can, not because you should.*** Removing protections for LGBTQ+ students/staff, raising the threshold for harassment, weakening of consent standards, oversimplification of hazing protections, and abdication of institutional responsibility is not only harmful to the UWF community, but will likely increase liability to the institution. I'm less concerned about the accountability that will likely haunt some of you for creating such vague policy standards, but more about how these changes will impact students. The respect and dignity of students is being diminished and vulnerable students will have less ability to advocate and challenge harassment and harm, esp. from individuals in positions of power, such as faculty, staff, and administrators. It encourages perpetrators to harm with the likelihood that they will get away with it. ***I have no doubts that this will lead to maladaptive impacts on student's well-being, mental and physical health, and retention.***

UWF's newly minted BOT members and President + lackeys (making more than staff who have been there for DECADES; shame on you all) are informed by ideologies that you are legally allowed to have, ***but to project them onto a populace is morally repugnant.*** To fire staff for voicing dissent or disagreeing is morally repugnant. But it is all by design, right? The ideologies of the Heritage Foundation are rooted in white supremacy, patriarchy, capitalism, and christian nationalism. ***Your actions and projection of ideology into policy are an abuse of power and a desire to recalibrate by the whims of a global minority.*** I'd inquire about the reflective practices of the BOT and new UWF Administration but it would probably be a waste of my energy. Your actions will harm people but you don't care about people. You prioritize YOUR beliefs and change the laws accordingly to discriminate against others and maintain your own power.

You get to do this. You get to change policy. But I'm voicing my dissent at the descent of decency. I'm voicing dissent at the refuting of evidenced based research around identity, trauma-informed care, and student well-being.

Please let me know if there is a hybrid option for the launch of your course "How do I sleep at night?: Enacting authoritarianism and erasure through projection of whiteness and patriarchy." I've always been curious how folx sleep at night while being oppressive fascists.

In solidarity with UWF Staff, students, and alum,
a "medicated, meddlesome, and quarrelsome" woman,
Keysha Alston

Pace Scholar; B.A. 2007 from Honors; M.A. 2010; former UWF employee: John C. Pace Library, Student Ambassador/Coordinator in Alumni Relations, Psychology Dept., Kugelman Honors Program, and Counseling and Psychological Services

Student Code of Conduct Changes

Devon Kraeger

To: gcfrontdesk@uwf.edu

Fri, Aug 29, 2025 at 8:25 PM

Hello,

My name is Devon Kraeger, I am an Alumni of UWF and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud of have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,

Devon Kraeger

Student Code of Conduct Revision

Scott Burke

Fri, Aug 29, 2025 at 12:32 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello,

I am writing you today as a concerned student on the recent proposed changes to the student code of conduct in relation to redefining sexual harassment to exclude conduct based on gender, sexual orientation, or gender identity. I am concerned that removing and weakening the language used that protects marginalized students will lead to more harassment and or exploitation. I am pleading with you to schedule a public hearing and extend the fourteen day window where students can voice their concerns. I am asking for clarification on the protections the University provides based on the proposed excluded criteria of gender, sexual orientation, or gender identity and what protections would be removed if the amendment to the Code of Conduct were to be approved.

For further clarification on my inquiry please email me at

Thank you,

Scott

Student Code of Conduct

Kenzie Corbin

Wed, Sep 3, 2025 at 2:57 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Good afternoon,

My name is Kenzie Corbin, I am a student and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

-I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.

-I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.

-I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Kenzie Corbin

Students Code of Conduct Changes

Kristin Davis <

Sun, Aug 31, 2025 at 7:19 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Kristin Davis, I am a local resident, and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

-I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.

-I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.

-I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Kristin Davis

Support for the lgbtqia+ community at UWF

Kevin Thomas

Sun, Aug 31, 2025 at 11:35 AM

To: gcfrontdesk@uwf.edu

Please support my friends in the lgbtqia+ community at UWF. It is a shame if you don't.

You are my alma mater and I am embarrassed that I even have to write this email.

It is disgusting to even think it's okay to harass queer people.

Our world is severely broken, please do not make it worse. Love one another, please. Stop judging, please. Thank you.

Kevin Thomas

Trash

Sat, Aug 30, 2025 at 10:42 AM

To: gcfrontdesk@uwf.edu

You school is trash as hell for allowing LGBTQ students to be bullied.! I'd hate for something to happen to you or your kids. Honestly this is actually grounds for a whole bunch of issues for you guys.! Sounds like yall encouraging kids to bully other kids which wil in return cause the bullied kid to hmmm possibly bring a gun to school & shoot up the whole campus.! Maybe yall should think grown up ppl & to dr Mary Anderson I hope she gets cancer & is curesed with havin to watch all her kids grandkids & everyone she loves die a slow painful death.!

May satan protect you.! Cause god ain't for you.!

Sincerely the dirtiest player in the game
Sent from my iPhone

University of West Florida Student Code of Conduct

madison miller

Thu, Aug 28, 2025 at 9:17 PM

To: gcfrontdesk@uwf.edu

I am in extreme opposition of the changes that are supposed to be made to UWF's Student Code Of Conduct. The continued targeting of the LGBTQ+ students, staff, and community within this school are utterly unacceptable. Do better.

Sincerely,
Madison Miller

Urgent protection for LGBTQ+

S

Wed, Sep 3, 2025 at 9:02 PM

To: "gcfrontdesk@uwf.edu" <gcfrontdesk@uwf.edu>

Hello,

My name is Shayne Smith, I am a local resident and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Shayne Smith

UWF REGULATION 3.010 Student Code of Conduct

Michael Watson

To: gcfrontdesk@uwf.edu

Fri, Aug 29, 2025 at 6:20 PM

Hello,

I am a student at UWF and I saw the recent proposed amendment to the Code of Conduct and I believe the revision of the Sexual Harassment portion is unnecessary and will only lead to vague ways for the university and its team to cop out of serious claims.

It is removing protections for students based on sex, gender, sexual orientation, and gender identity. This is seemingly nothing other than a way to silence and ignore issues that are brought up on the basis of protecting LGBTQ students.

I hope you may listen to your students and realize this is a waste of our money and time and maybe rethink your decision on this topic.

Thank you.

UWF REGULATION 3.010 Student Code of Conduct

Noelani Parker-Ramirez

To: gcfrontdesk@uwf.edu

Sat, Aug 30, 2025 at 6:53 PM

To whom it may concern,

I would like to address my views on the potential modification in the sexual harassment definition from the UWF policies.

It has been deeply concerning to read that any sexual misconduct will be based on what seems to be the degree of the misconduct rather than the act itself being sufficiently severe. As a student employee at the university, it is a disturbing possibility that I can no longer reasonably promise the wellbeing of my clients, coworkers, students, or any local community on UWF grounds as I have before.

The omission of the sex, gender, sexual orientation, and sexual identity proves to me that the University does not truly stand with its Equal Opportunity mantra, as this revision would make it easier to target anyone at UWF that fall under these categories.

I hope my appeal can help rescind UWF/REG 3.010 amendment; I worry this is the step in the wrong direction for UWF and what we students stand for.

Noelani

UWF REGULATION 3.010 Student Code of Conduct

Sarah Dorr

Tue, Sep 2, 2025 at 6:15 PM

To: UWF General Council at <gcfrontdesk@uwf.edu>

To whom it may concern,

My name is Sarah Dorr. I am a UWF student, and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,

Sarah Dorr

UWF Regulation 3.010 Student Code of Conduct

Alyssa-James Gray

Wed, Sep 3, 2025 at 11:04 PM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello,

I'm reaching out to make public comment on the proposed amendment to UWF Regulation 3.010 Student Code of Conduct. The changes made to the definition of sexual harassment severely restrict what may "count" as harassment in a way that I feel will leave many students vulnerable. The new definition states that harassment must be "objectively offensive" and "unreasonable," with no clarification on what sort of behavior would count as sufficiently offensive or "reasonable." Personally, I don't feel that ANY sexual harassment is reasonable. Who decides what's offensive enough? Are there standards being set in place to answer that question, or will it be based purely on personal opinion? If so, who gets to make that call?

The changes themselves are bad enough on their own in my book, but the fact that these changes are being made in the name of "free speech" is quite frankly revolting-- particularly in combination with the removal of protections for sexual harassment based on sexuality & gender identity. **Free speech does not extend to harassment.** Free speech protections should serve to create a more welcoming environment for all students, but extending those protections to include SEXUAL HARASSMENT creates a hostile environment for **all** UWF students.

Additionally, I would like to express my concern over the fact that these changes are no longer being voted on at a public committee meeting. I believe the students, faculty, & other community members should have the opportunity to address the board directly (face-to-face) instead of using the Office of the General Counsel as a middleman. This issue demands a public vote for the sake of democracy & transparency. To whoever is reading this email from the General Counsel office, thank you for your time. To the UWF Board of Trustees: it is your job to serve this university, NOT to make it worse. For the sake of our students, our staff, & the university as a whole, **do better.**

Thank you again for your attention to this matter.

UWF REGULATION 3.010 Student Code of Conduct

Alex Ledgerwood

Fri, Aug 29, 2025 at 5:35 AM

To: gcfrontdesk@uwf.edu

As a former professor who taught for years in Pensacola, and as a gay man, the proposed amendment to UWF REGULATION 3.010 Student Code of Conduct angers and saddens me. Pensacola has a substantial queer community and both UWF and PSC are safe spaces for queer young people in a region of the state that can be a frightening place to grow up gay or trans.

If you enact this amendment, you are, quite simply, telling me and students like me that we may as well leave the Panhandle. You're telling us that UWF doesn't want us to enroll, learn, grow, and give back to the local community. You'll be condoning violence and hatred. And this is not the UWF I know. What happened?

-Dr. Alex Ledgerwood

UWF REGULATION 3.010

Mon, Sep 1, 2025 at 10:49 PM

To: gcfrontdesk@uwf.edu

To whom this may concern,

I am writing this email anonymously as an alumni of the University of West Florida to express my concerns regarding proposed amendments to the Student Code of Conduct in UWF Regulation 3.010.

By removing the text “based on sex, gender, sexual orientation, or gender identity” in the provided definition of “Sexual Harassment”, you have effectively permitted unjust persecution and harassment of LGBTQ+ students on UWF’s campus. This is evident by the continued inclusion of “sex” alone as a basis for terms of sexual harassment.

Based on this new definition, I have interpreted that at UWF it is now permissible for students to harass their LGBTQ+ colleagues on the basis of their gender identity and sexual orientation. Is this how you wish for the Student Code to be interpreted?

Furthermore, the silent moves made by UWF administrators and executives make it even more evident that this action may be harmful to the LGBTQ+ student population. If these changes were truly meant to better protect students from sexual harassment, why would they be done in silence? What is the purpose of Dr. Mary Anderson proposing said changes without arranging a public meeting?

The students, faculty, alumni, and community of UWF deserve better. The least UWF administrators and executives can do is hold a public meeting so that students may have a voice in code changes that directly affect their campus experience.

ALL students of UWF deserve equal protections under the student code of conduct. It is never permissible to allow for any student to experience sexual or non-sexual harassment, persecution, aggression, or violence of any kind based on their gender identity or sexual orientation — just as the same are not permissible based on race, sex, or disability.

UWF Student Voices Matter

Makayla Mackin

Thu, Sep 4, 2025 at 7:49 AM

To: "[gcfrontdesk] General Counsel Front Desk" <gcfrontdesk@uwf.edu>

Hello,

My name is Makayla, I am a student and I am contacting you to voice my opposition to the proposed amendments to the university's student code of conduct which was published on August 20.

- I am opposed to these changes because stakeholders like myself were not given the opportunity to have input in a public meeting.
- I am opposed to the attempt to sneak these changes into effect and view it as an underhanded and undemocratic decision.
- I am incredibly opposed to the attempt to remove protections for students based on gender identity, gender expression and sexual orientation.

The university I have previously been proud to have in my community has been a safe place for all to learn and grow - these changes would mean that I can no longer support the university in any form.

I demand that you do not adopt the proposed changes and that you hold a public hearing on any future and current amendments that would affect our students and our community.

Thank you,
Makayla Mackin