



UNIVERSITY OF SOUTH ALABAMA

MEMORANDUM

VICE PRESIDENT FOR STUDENT AFFAIRS

DATE: August 6, 2021

TO: Alabama Board of Education

FROM: Michael A. Mitchell, Ph.D. [Signature]

SUBJECT: Speech Expression Anticipation and Harassment Policy Grounds Policy and Report 2020-2021

Alabama Code § 16-69-1, et seq., pertaining to public education institutions requires the University of South Alabama Board of Trustees to prepare an annual report to ensure compliance with the law. The Board of Trustees of the University of South Alabama has authorized me to prepare this annual report to the Alabama Commission of Higher Education so that it can notify the Governor and the Legislature of the University's compliance with the law.

The following chart details the data and description of any policy violations during the period of August 1, 2020 through July 31, 2021. The chart also details the administrative action/ disciplinary action.

Date of Policy Violation	Description of Policy Violation	Administrative Action / Disciplinary Action
February 11, 2021	In a January 21, 2021 dispatch that an individual at the University was using abusive language by. Based on the complaint, it was determined that the speech was not protected.	

The University of South Alabama had no substantial difficulty in maintaining compliance with the law during the period addressed by this report.