To: Teaching and Research Faculty

From: Austin O. Agho, Ph.D., Provost and Vice President for Academic Affairs

Re: Guidelines for protecting scholars and researchers from attacks on social media, message boards, and other online forums

Date: July 1, 2022

Introduction

Old Dominion University (ODU) is committed to protecting academic freedom and supporting scholars and researchers as they teach and investigate difficult or controversial topics. Members of the University community must be allowed to rigorously pursue their research and scholarship without fear, coercion, or intimidation. To proactively address efforts to defame, attack, or misrepresent the scholarly work of our academic community, we need guidelines. Otherwise, the professional and personal lives of targeted faculty may be disrupted and student learning undermined.

This document outlines the actions to   -party webs threatening emails to faculty, staff, and students with the intent of instilling fe "form of baiting online which involves seing abusive and hurtful comments ac platforms" is also a tactic used to intimidate scholars and researchers. Conse spells out the multilayered and organized approach ODU's faculty, Departme Office of Academic Affairs, Office of University Communications, Police Depa Information Technology Services, and Threat Education Assessment and Ma respond to attacks on scholars and researchers. Our approachubsfrom docu the University of Massa(I)1 (n)4(rs)-1.3 3 (s)-1.4 (a(I).4 (a(I).4 (a(I).4 4 -9b(ic) Champaign.

Faculty member

- Call ODU Police at 757-683-4000 or dial 9-1-1 if you or others close to you are in immediate physical danger.
- Call ODU Police at 757-683-4000 to report the incident.
- Inform the Department Chair of the attack as soon as possible. Research faculty should inform their Center Director.
- Document evidence of the attack (e.g., emails, postings, calls, online messages) and submit it to the Department Chair, College Dean, and ODU Police Department so that they can activate campus resources to identify the source of the harassment. Research faculty should include the Center Director in all communications.
- Provide your Department Chair with a list of co-authors and collaborators who are also at risk of being targeted.
- Assist Chair and Dean/Center Director in p5 (ir)11 (e)c1 (e)-3 i.9 (y)tA aT9 (h)2.8896 0 Td ( )T8oa--0.8 (

Academic Dean and Center Director

Reassure the faculty member of the University's commitment to academic freedom and public safety.

Forward information from the faculty member to the Threat Assessment Team for evaluation.

Notify the Office of Academic Affairs, ITS, and the Office of University Communications about the situation.

Work in collaboration with the Office of Academic Affairs and Office of Research to propose a plan to protect the affected faculty member.

If the harassment is motivated by the race, ethnicity, religion, gender, or LGBTQ+ identity of the faculty member, the Office of Institutional Equity and Diversity must be notified.

Work with the faculty member and Department Chair to prepare a statement for the University Public Relations Officer to respond to the situation. If the issue is student-related, work with the Department Chair to help students switch classes, if necessary.

Work with the chair to alter the affected faculty member's teaching schedules, as necessary, based on feedback from the ODU Police Department or Threat Assessment Team.

Provide instructions to front desk staff (e.g., Dean's Office and Department staff) on how to rehÆN21• Ò^¯ ä• L §c$š3Å1 ™f£<™0M â :v¢u5.60–a1Gê c0Ã0C]ì½ Í1 x PPeeelpon ho(n)-0.7 8.4 (w)-3

In meetings called to discuss critical issues pertaining to the threat, the affected faculty member should be allowed to invite a mentor or an advocate.

Assist ODU Police Department with investigations related to this situation.

Office of University Communications

Serve as the point of contact for all media inquiries.

At the direction of University Police or University Counsel, assist with the retrieval and