

- e. Any third party, including institution contractors and vendors, wishing to use a UAS over NSHE property must first receive approval through the President of the institution with authority over the property. The President may delegate this responsibility to individual designees at the institution.
- f. Any faculty, staff or students operating UAS for educational, hobby, or recreational purposes on NSHE property must abide by the FAA safety guidelines for Model Aircraft Operations.

3. Sanctions

- a. Any violations of Board or institutional policy by an individual will be dealt with in accordance with applicable Board and institutional policies and procedures, which may include disciplinary actions up to and including termination of employment or enrollment.
- b. Legal prohibitions regarding physical presence on campus, including trespassing, and other legal action may also be pursued against third parties that operate UAS in violation of this policy.
- c. Fines or damages incurred by individuals, institutional departments or units that do not comply with this policy will not be paid by NSHE and will be the responsibility of those persons involved.

(B/R 9/16)

Section 38. Freedom of Expression: Aspirational Statement of Values

The Nevada System of Higher Education (NSHE) and its eight institutions are committed to free and open inquiry in all matters and strive to afford all members of the NSHE community the broadest possible latitude to speak, write, listen, challenge and learn. Except insofar as limitations on that freedom are necessary to the functioning of NSHE and its institutions, NSHE and its institutions fully respect and support the freedom of all its students, faculty, and staff to discuss any topic that presents itself, free of interference. NSHE and its institutions support addressing issues and controversies by the method of open discussion.

The freedom to debate and discuss the merits of ideas is both welcomed and encouraged. The climate of conflict among competing ideas is quite natural and NSHE and its institutions are appropriate spaces for discourse that inspires critical thought and promotes enhanced learning opportunities.

This freedom, however, is not absolute. In narrowly-defined circumstances, NSHE and its institutions may lawfully restrict expression and may reasonably regulate the time, place, and manner of expression consistent with First Amendment principles.

NSHE and its institutions are committed to the principle that it may not restrict or suppress debate or deliberation because the ideas put forth are thought to be offensive, unwise, immoral, or misguided. History shows that when institutions of higher education attempt to censor or punish the free expression of ideas, they undermine their core function of promoting rational discussion, inquiry, discovery, and the dissemination of knowledge. It is not the proper response of NSHE and its institutions to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. It is for members of the NSHE community to make those judgments for themselves.

Members of the NSHE community are encouraged to promote an atmosphere of mutual respect that is aligned with institutional values of inclusivity, diversity, and critical thinking. These values and this encouragement inform the vision of the community we aspire to be.

Faculty, students, staff, and others are free to criticize, contest, and condemn views expressed on campus; however, they may not obstruct, disrupt, suppress or otherwise interfere with the freedom of others to express views they reject or even loathe. For members of the NSHE community, a proper response to ideas they find offensive, unwarranted, and dangerous is to engage in robust counter-speech that challenges the merits of those ideas and exposes them for what they are. To this end, NSHE and its institutions have a responsibility not only to promote a lively and fearless freedom of expression and deliberation, but also to protect that freedom when others attempt to restrict it.

(B/R 3/19)

Section 39. Notice to Board of Public Comments on Certain Federal Matters

The Board of Regents shall promptly be provided a copy of any written public comments submitted by an NSHE institution, or the Office of the Chancellor, to any federal agency or official regarding the proposed adoption, repeal, or amendment of any federal policy, regulation, or statute.

(B/R 6/19)

Section 40. Regents' Outstanding Classified Staff Award

1. The Board of Regents' Outstanding Classified Staff Award is given annually to staff members with distinguished classified service. One award will be granted annually to a full-time member of the classified staff who provides outstanding service in support of the institution and/or classified staff. An eligible employee may be nominated based upon, but not limited to, the following criteria:
 - a. Contribution to the achievement of their institutions mission and goals;
 - b. Attitude towards fellow employees, students, and the public, as well as attitude towards work, including, availability, cooperation, courtesy, friendliness, helpfulness, and presence on the job;
 - c. Service to fellow employees, students and the public;
 - d. Work quality, including accuracy, completion, creativity, dependability, initiative, and timeliness;
 - e. Participation where involvement was beyond the scope of regular duties; and
 - f. Interest in professional or self-development.
2. Nominations. Notification shall be sent annually by the NSHE Director of Human Resources to each NSHE institution. Each institution's President, in conjunction with the institution's Classified Council, may submit one nomination for consideration to the NSHE Director of Human Resources. The nomination may be drawn from the institution's employee of the year or other qualified candidates.