

Salisbury University's Declaration of Sanctuary Status

This statement recognizes concerns have been raised around the nation in response to statements made by the new Trump administration regarding immigration law reform, challenges to freedom of religion, threats to personal security, and, in particular, the potential impacts that such changes could have on undocumented Americans and Muslims (both immigrants and Americans). Salisbury University recognizes these vulnerable groups on campus and will demonstrate our commitment in supporting them by continuing to abide by laws protecting students from unwanted intrusions on their personal information, such as the Federal Educational Rights and Privacy Act (FERPA), as well as laws protecting undocumented students, including the Maryland Dream Act and laws protecting religious freedoms.

The core values of Salisbury University are excellence, student centeredness, learning, community, civic engagement, and diversity. We believe these values must be lived and experienced as integral to everyday campus life so that students make the connection between what they learn and how they live. The goals and objectives of our strategic, academic, facilities, and enrollment plans, as well as our fiscal commitments, reflect our fundamental values. In addition to these principal values, the University embraces a system of shared governance based upon the long-honored tradition of collaboration and mutual regard that is and should be a defining characteristic of higher education. The "Salisbury University Promise" is a statement of integrity and respect for others to which we ask all new students to commit, as a way of highlighting the University's values and expectations.

We as a university community share a commitment to the protection and support of all of our students, faculty, and staff, regardless of immigration status, national origin, religious affiliation, or any similar characteristics. Therefore, we declare that Salisbury University is a sanctuary campus for undocumented students, faculty, and staff, as well as Muslim students, faculty, and staff.

In declaring itself a sanctuary campus, Salisbury University is committed to the following actions:

1. Salisbury University and the Salisbury University Campus Police will not facilitate or consent to immigration enforcement activities on our campus, unless legally compelled to do so in the event of a possible breach of non-immigration laws concerning the safety of people or property on campus or clear exigent circumstances, such as an imminent danger threatening students, faculty, staff, or community members. The Salisbury University

Campus Police serve and protect all members of the Salisbury University community including undocumented Americans and Muslims.

2. Salisbury University will not share confidential student, faculty, or staff information, such as immigration status or religious affiliation, with federal governmental agencies, except where required to do so by law in order to facilitate work permits or study abroad opportunities for foreigners.
3. Salisbury University will ensure that there is available counseling for undocumented Americans and Muslims on campus and offer them assistance in securing legal support services if faced with legal contingencies resulting from their immigration status or religious affiliation.
4. Salisbury University will continue to provide in-state tuition to undocumented students under the provisions of the Maryland Dream Act and to undocumented students who qualify for residence in the state of Maryland, unless legally mandated to discontinue such aid. Undocumented students will also be eligible for some alternative form of work-study funding if Salisbury University becomes legally obligated to deny paying these students a wage.
5. Salisbury University will offer a special scholarship for students who came to the United States as refugees.
6. Salisbury University will promote dialogue among different groups on campus on an ongoing basis, promoting and encouraging civil discourse and tolerance relating to undocumented Americans and Muslims. Such opportunities for dialogue will also be provided to community members as and when appropriate to do so.
7. Salisbury University will provide training to support faculty and administrators in order to increase their sensitivity to the needs and concerns of undocumented Americans and Muslims.
8. Salisbury University will provide undocumented Americans and Muslims with a resource officer who is charged with supporting them and meeting their particular needs on campus. This resource officer will also record their concerns in order to share them with university administrators to make university policies and practices more sensitive to their concerns.
9. Salisbury University will strive to remove any identifiers of immigration status or religious affiliation from documents pertaining to registration, housing, financial aid, and any other areas that might dissuade undocumented Americans and Muslims from availing themselves of university services.
10. Salisbury University will continue to support student groups providing assistance to undocumented Americans and Muslims.

11. Salisbury University will proclaim these policies on the university's website.

Together, we reaffirm our unequivocal commitment to the dignity and worth of everyone on campus, as well as the importance of having civil discourse with one another and fostering healthy interpersonal and organizational relationships. All people, regardless of national origin, immigration status, or religious affiliation, should be welcome and feel safe as full members of the Salisbury University community.