

<b>TYPE:</b>	Academic
<b>TITLE:</b>	Academic Freedom
<b>NO.:</b>	ACAD-123
<b>RESPONSIBILITY:</b>	Vice-President, Academic
<b>APPROVED BY:</b>	Durham College Leadership Team
<b>EFFECTIVE DATE:</b>	October 2019
<b>REVISED DATE(S):</b>	
<b>REVIEW DATE:</b>	October 2022

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## 1. Introduction

Durham College values and protects the principles of academic freedom and is committed to ensuring a teaching and learning environment that supports academic freedom. Academic freedom, including freedom of inquiry, scholarly activity, and the publication of new knowledge, is fundamental to the realization and preservation of the Colleges' commitment to academic excellence.

## 2. Purpose

The overarching purpose of this policy is to define academic freedom and articulate the rights and responsibilities that protects this fundamental principle. It recognizes that faculty and staff have the right to exercise academic freedom in the performance of their duties. Academic freedom at the College includes the right to enquire about, investigate, conduct research, pursue, teach and communicate freely about academic issues without fear of impairment to position or other reprisal.

## 3. Definitions

Refer to [Durham College's Standard Definitions](#).

## 4. Policy statements

- 4.1. Durham College values academic freedom and recognizes the role it plays in providing quality education and scholarship.
- 4.2. Academic freedom includes the right to communicate freely the acquired knowledge and the result of scholarly activity.
- 4.3. Under academic freedom, faculty and staff are free to act and speak in their capacity as public citizens provided they indicate they are speaking as individuals and not acting as representatives of the College.
- 4.4. Under academic freedom, there is a duty to respect the rights of others, to exercise academic freedom in a reasonable and responsible manner, and to adhere to the academic objectives of the College.

- 4.5. In exercising academic freedom, employees shall be constrained by applicable laws, institutional policies, Ministry Directives, requirements of accrediting bodies and program curriculum requirements.

## **5. Procedure**

This section is not applicable.

## **6. Roles and responsibilities**

- 6.1. It is the responsibility of the college community to value, protect and promote academic freedom.
- 6.2. It is the responsibility of the vice-president, Academic to ensure this policy is fully implemented.
- 6.3. It is the responsibility of academic administrators to ensure that decisions related to academic freedom are made collaboratively with input from relevant stakeholders.
- 6.4. It is the responsibility of academic administrators and faculty to ensure that external partnerships and/or funding relationships do not unduly influence or infringe upon the exercise of academic freedom at Durham College.

## **7. Accessibility for Ontarians with Disabilities Act considerations**

Accessibility for Ontarians with Disabilities Act (AODA) standards have been considered in the development of this policy and procedure and it adheres to the principles outlined in the College's commitment to accessibility as demonstrated by the Accessibility Plan (ADMIN-203).

## **8. Non-compliance implications**

Failure to comply with this policy may result in damage to internal and external relationships, financial loss, property damage, reputational harm, legal action and/or a diminished ability to achieve the mission of Durham College.

## **9. Communications plan**

- A message will be posted on ICE alerting employees when new or revised policies and procedures are added to ICE.
- A message will be posted on MyCampus alerting students when new or revised policies and procedures are added.

## **10. Related forms, legislation or external resources**

- Ontario Human Rights Code
- Academic Employees Collective Agreement