

## Procedure 3.0101

### Academic Freedom Procedure

The College values the freedom of its educational community to engage in academic discourse.

#### College Responsibilities

Responsibility must accompany the rights and privileges of academic freedom; throughout the educational process, the college will sustain an environment that allows for and protects the greatest possible freedom of expression, encourages openness and discourse, and supports rigorous inquiry. In the course of inquiry, views expressed by members of the college community will conflict. The college expects this dynamic to occur and will not attempt to filter ideas or viewpoints that others may find disagreeable, unwelcome, or objectionable. To support an open environment, the college will remain neutral on partisan political matters. This neutral position is maintained to encourage an environment where faculty, students, and employees can express individual points of view and to insulate the college from undue political influence or pressure. As such, the views of individuals of our community are distinct from and should not be considered as the official views of the college. The college will not penalize or discipline members of our community because of the exercise of academic freedom.

#### Faculty Responsibilities

Responsibility must accompany the rights and privileges of academic freedom; throughout the educational process, faculty are encouraged to create an environment of academic excellence and to explore various points of view. Faculty are expected to be accurate, objective, and purposeful. Material presented or discussed should be related to the course's subject matter. Faculty are expected to present and discuss assignments and material relevant to the student learning outcomes presented in the course outline. Faculty are responsible for setting reasonable rules for appropriate classroom discourse, including limits to speech that is unrelated to class material, consistent with state or federal law.

#### Community Responsibilities

Responsibility must accompany the rights and privileges of academic freedom; throughout the educational process, members of the college community, which include faculty, staff, students, and guests, are encouraged to participate in spirited and open debate as well as intellectual exchange in a civil, collegial manner. In the course of inquiry, individual members of our college community may express viewpoints that other individuals may find disagreeable, unwelcome, or objectionable. All individual members of the college community also bear the responsibility to distinguish those behaviors that may violate the College Conduct Policy or Employee Conduct and Professionalism Policy. Verbal harassment of or threats directed toward any member of the college community; breach of peace on college property or at any college-sponsored function in a manner that disturbs the privacy of other individuals and/or the instructional program; violation of

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college regulations or policies, and breach of any federal, state, or local criminal law either on campus or at any college-sponsored activity are examples of individual conduct violations that are not protected under the Academic Freedom Policy.

### **Right to a Grievance**

All members of the college community have the right to due process. College employees should use the Grievance Procedure to resolve a grievance involving academic freedom. Students should use the Student Rights and Due Process Policy to resolve a grievance involving academic freedom. Guests of the college should contact the Vice President of Academic Affairs with questions, concerns, or information regarding due process. The support of academic freedom is not intended to supersede performance issues, college policies or procedures, or municipal, state, or federal laws. The college will continue to evaluate the work of each employee on a regular basis. Ultimately, each employee is responsible for working toward accomplishment of the mission and goals of the college.

### **References**

**Legal References:** *Enter legal references here*

**SACSCOC References:** CS 3.7.4

**Cross References:** Academic Freedom Policy, Curriculum Revision Procedure

### **History**

**Senior Staff Review/Approval Dates:** 3/21/2016

**Board of Trustees Review/Approval Dates:** *Enter date(s) here*

**Implementation Dates:** *Enter date(s) here*