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| POLICY: Academic Freedom Policy | | POLICY NUMBER: AC-015-A1 |
| | | PREVIOUS/REPLACES: Faculty Manual |
| APPROVED BY: Academic Council | EFFECTIVE DATE AS OF: March 1, 2022 | PRIOR VERSIONS: August 2020 |

1. Policy Statement

Herzing College (hereinafter referred to as “the College”) is dedicated to ensuring that all faculty, staff, and students at the College are able to have the academic freedom to pursue ideas and scholarly concepts without the fear of reprisal or sanction.

2. Scope

This policy applies to all students, staff, and faculty of the College.

3. Procedure

1. All members of the College community must be free to engage intellectual debate, make comparisons and contrasts, and express their views without negative consequence. This includes not imposing the political, philosophical, or religious beliefs of politicians, College administrators/staff, and members of the public on the College community.
2. Anyone engaged in teaching, scholarship, and research activities have a greater responsibility to the institution and the community at large, and therefore must be held to a higher standard. Due diligence to the standards of fairness and evidence must be applied to all such activities. Individuals must also be aware that they must not state or imply that they speak for the institution unless specifically authorized to do so. Those engaged in research should also be cognizant of the often-inaccurate media reporting of research findings and therefore must be very careful of the statements they make regarding their research.
3. All members of the College community must understand that academic freedom does not include:
 - a. College community members may not harass, threaten, intimidate, ridicule, or impose their views on others in the community.
 - b. Students must still master course materials and fundamentals of the disciplines taught.
 - c. Does not prevent the College from enforcing its rules and policies.

4. In addition to faculty and students who may be expected to engage in research, teaching, and scholarship, it also applies to staff who may choose to participate in their own research and organizational improvement.

4. Administration

The Campus President will oversee the administration and enforcement of this policy.

5. Review

This policy will be reviewed as required by the Academic Council in 2025.

6. Reference

- AC-001-A2 Academic Integrity Policy
- AC-007-A2 Integrity and Ethical Conduct Policy
- AM-002-A2 Student Appeals Policy
- AM-003-A2 Student Complaint Policy
- Universities Canada Statement of Academic Freedom

7. Definitions

Academic Freedom - Academic freedom is the freedom to teach and conduct research in an academic environment. Academic freedom is fundamental to the mandate of universities to pursue truth, educate students and disseminate knowledge and understanding.¹

¹ Universities Canada: <https://www.univcan.ca/media-room/media-releases/statement-on-academic-freedom/#:~:text=Academic%20freedom%20is%20the%20freedom,and%20disseminate%20knowledge%20and%20understanding.>