

**CANADORE COLLEGE**  
**OPERATIONAL POLICY MANUAL**

**TITLE:**                    **Academic Freedom Policy**

**EFFECTIVE DATE:**    **January 7, 2020**

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**1.     SCOPE**

1.1    Authority

This policy is issued under the authority of the President.

1.2    Application

This policy applies to all employees, students and contracted individuals who are involved in scholarly and research activities at Canadore College of Applied Arts and Technology (hereafter referred to as “Canadore” or “the College”). This policy must be interpreted congruently with the Policy Statement on Upholding Free Speech.

**2.     PURPOSE AND PRINCIPLES**

2.1    Purpose

- 2.1.1   The overarching purpose of this policy is to recognize that research and scholarly activities are key academic pursuits at Canadore College. It recognizes that faculty members and others engaged in research authorized by the College are encouraged to pursue scholarly activity in the interest of creating new knowledge. These activities include the right to question and challenge traditional norms within one’s field of expertise, the freedom to define appropriate research questions, to pursue answers to those questions using acceptable investigative techniques and to disseminate the knowledge gained to students, academic colleagues and society.
- 2.1.2   This policy defines the rights, obligations and limitations related to academic freedom when applied to research and scholarly activities conducted by the College employees, students and other contracted individuals.
- 2.1.3   This policy provides a framework to guide those engaged in research and scholarly activities at Canadore College. It also acknowledges that it is the responsibility of the researcher to adhere to ethical principles, rigor, intellectual honesty and accountability.

## 2.2 Principles

- 2.2.1 Academic freedom is fundamental to the realization and preservation of the Colleges' commitment to academic excellence. *(CA Article 13.02)*
- 2.2.2 The College values and protects the principles of academic freedom; including freedom of inquiry, scholarly activity and the publication of new knowledge. It will nurture a teaching and learning environment that supports academic freedom and recognizes the benefits of research and scholarly activity to both the College and community at large.
- 2.2.3 Within its means, the College seeks to provide the opportunities, infrastructure, facilities and academic freedom necessary to support and maintain a high level of scholarship.
- 2.2.4 Academic freedom does not provide legal immunity from either criminal prosecution or from a civil action.
- 2.2.5 Individual academic freedom does not give permission to vary from College approved curriculum. Any proposals for amendments, at course and curriculum levels, must comply with the applicable and relevant College policies and procedure.
- 2.2.6 Members of the College community, who are engaged in research and scholarly activities in the course of their academic appointment, or as per a written authorization, are individually accountable to comply with this policy.

## 3. **DEFINITIONS**

### 3.1 Academic Freedom

The right to inquire about, investigate, pursue, teach and speak freely about academic issues without fear of impairment to position or other reprisal.

### 3.2 Scholarship

For the purpose of this policy, scholarship is the pursuit, creation and dissemination of knowledge, research and other scholarly initiatives undertaken with integrity.

### 3.3 Researchers

All employees, students and any other individuals (collectively, "researchers") who are engaged in any research activities conducted on College premises or College time, using College facilities or equipment, or otherwise under the direction, control or auspices of the College.

## 4. **POLICY**

- 4.1 Scholarship is an integral element and an essential function at the College. Individuals are encouraged to engage in scholarly activities in order to create, evaluate, apply and disseminate knowledge.
- 4.2 Academic freedom aims to make intellectual scholarship, discourse and critique possible without reprisal or repression by the institution, the government or any

other person or entity. Academic freedom does not require neutrality on the part of the individual.

- 4.3 Individual members of the institution are limited by the degree of autonomy available to the institution. In exercising academic freedom, individuals shall be responsible for adhering to legal parameters (such as but not limited to The Human Rights Code, Criminal Code of Canada, United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), civil liability, collective agreement obligations), institutional regulations, Ministry Directives, requirements of accrediting bodies, ethical review boards and oversight committees, as well as, program and curriculum requirements.
- 4.4 Academic freedom carries with it the scholarly obligation to base research and teaching on an honest search for knowledge. In exercising such freedom, faculty have a responsibility to respect similar academic rights of other members of the College community.
- 4.5 Academic freedom, as appropriate to an individual's College appointment and in alignment with the College Conflict of Interest policy, provides protection from College pressure intended to censure or restrict such individual from pursuing scholarly and research interests and communicating the results thereof to students, academic colleagues and the community at large. In this context, individuals are entitled to freedom in research and inquiry and in the publication or dissemination of the results, subject to the adequate performance of their other academic duties.
- 4.6 Academic freedom has obligations which include: a high degree of respect for evidence; integrity in research in accordance with the conventions of the discipline; impartial reasoning; and honesty in reporting both the underlying assumptions and the results of the inquiry.
- 4.7 Research and scholarship are to be conducted ethically and in ways that fully respect human rights as defined by law. Individuals are expected to use their right for academic freedom responsibly, with respect for the rights of others and in a manner that is appropriate to and consistent with the individual's College appointment.
- 4.8 Employees, students and other contracted researchers may choose or be called upon to speak publicly in an area of expertise. In these cases, it is appropriate for them to identify themselves as being members of the College, but they should not present their views as the official opinions/statements of the College.
- 4.9 When exercising academic freedom, individuals shall be accurate, shall exercise appropriate respect for the opinions of others, and shall clearly indicate whether

they are presenting personal rather than institutional views, as the former opinions clearly fall outside the purview of rights associated with academic freedom.

- 4.10 Academic freedom does not prevent performance review or peer evaluation as conducted or approved by the College or by other academic, research or professional bodies in the researcher's field, whether within or outside the College.
- 4.11 The rights of employees, students and other contracted researchers to exercise their academic freedom do not vary according to the medium in which they are exercised.
- 4.12 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 Canadore College.
- 4.13 The College will investigate incidents that may constitute a breach of this policy. The outcome could lead to disciplinary actions when and if needed.

## **5. ROLES AND RESPONSIBILITIES**

### **5.1 President**

The President is responsible for the overall management and operation of the College. The President will ensure that the policy is implemented and that compliance is monitored.

### **5.2 Vice President, Academic**

The Vice President, Academic is responsible for the effective implementation of this policy and to resolve any disputes arising over policy interpretation.

## **6. EVALUATION**

This policy will be evaluated every five years or earlier if required.

## **7. RELATED MATERIALS**

Academic Employees Collective Agreement  
Policy Statement on Upholding Free Speech  
A-17 Responsible Conduct of Research  
C-22 Research Ethics Policy  
C-24 Research Administration Policy  
C-26 Intellectual Property Policy  
C-38 Research with Indigenous Peoples, Communities and Nations  
Respectful College Community policy