

## **BOARD POLICY ON ACADEMIC FREEDOM**

<b>Approval Authority</b>	Board of Governors
<b>Primary Contact</b>	President
<b>Related Policies / Legislation</b>	Board policy direction Values and Ethics (BPD-201) <i>University Act, s. 27</i>

### **PURPOSE/PHILOSOPHY**

As a member of Universities Canada, UFV is guided by that body's "Statement on Academic Freedom". The university is committed to the belief that the exchange of knowledge and ideas in an environment of intellectual freedom is an indispensable foundation of quality education. Academic freedom is one means to ensure that an environment of intellectual freedom is sustained. This policy sets out UFV's values and principles that guide this important aspect of a university.

### **SCOPE**

UFV administrators with academic appointments, teaching faculty with academic appointments and librarians have academic freedom.

### **DEFINITION**

Academic freedom includes the right to inquire, discuss, speak, and express oneself, study, conduct research, teach, publish, associate, create and exhibit one's work without hindrance or restriction by the university or any of its representatives. Academic freedom does not equate with freedom of expression under the *Canadian Charter of Rights and Freedoms*.

### **POLICY**

1. Academic freedom carries with it the expectation to be responsible and professional in all of one's conduct while pursuing and disseminating knowledge.
2. Academic freedom does not entitle anyone to promote hatred or contempt for any social, national, or ethnic group; display incompetence in teaching or scholarship; or violate the human rights of others.
3. UFV is a place where people live, study, work and are active in community. UFV seeks to balance academic freedom with caring for community as one way of strengthening the pursuit of the academic mission.
4. As employer, UFV is responsible for managing all matters involving employees. Academic freedom does not prevent the university from exercising management rights for operational requirements including, but not limited to, performance management, discipline, safety, security and financial decision-making. Actions UFV takes in this regard do not necessarily constitute violations of academic freedom.

## **PROCEDURE**

A UFV employee who holds the right to academic freedom and who is a member of the Faculty and Staff Association ("FSA") may request that the Senate convene a Board of Appeal to consider whether the employee's academic freedom has been violated. The Senate does not have jurisdiction over disciplinary action taken by the employer or other labour relations matters.

Under the Collective Agreement between the FSA and UFV, the FSA may grieve the employer's disciplinary action against a UFV employee who holds the right of academic freedom and is a member of the FSA.

A UFV employee who holds the right to academic freedom and who is not a member of the FSA may request that the Senate convene a Board of Appeal to consider whether the employee's academic freedom has been violated.

In the case of a request to consider whether academic freedom has been violated, the Senate or its designate has the discretion to decline to hear a matter on a preliminary basis which can include deciding whether or not to proceed.

### **Timeframe to Appeal**

If a member of the community that holds the right to academic freedom believes there has been a violation of that freedom, that person has one (1) year from the date of the incident to file an academic freedom complaint to Senate.