



# ACADEMIC FREEDOM POLICY

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College Community: All College students, employees and Board members, and any other person contractually obligated to comply with College policy; for the purposes of this policy, includes any visiting speakers, researchers or scholars operating under the auspices of the College.

Support Person: A member of the College Community able to offer confidential support to participants in an investigation, and who may accompany the participant to meetings relating to the process; the Support Person is not a party to or a participant in the investigation.

D. POLICY STATEMENTS

1. Douglas College will protect, support and maintain Academic Freedom, recognizing that teaching research and academic inquiry often involve controversial matters and depend upon the honest interrogation of truth and knowledge without institutional censorship or reprisal.

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8. Librarians have a duty to promote and maintain intellectual freedom in the College in keeping with the principles expressed in the Canadian Federation of Library Association's Statement on Intellectual Freedom and in the American Library Association's Intellectual Freedom Principles for Academic Libraries: An Interpretation of the Library Bill of Rights

## E. PROCEDURES

### Informal Resolution

1. Academic Employees who believe they have experienced institutional censorship or reprisal relating to their exercise of Academic Freedom and who feel comfortable doing so are encouraged to attempt to resolve the situation themselves, directly and informally, by bringing the matter to



3. The VPA (or College President or designate) will investigate the alleged violation of Academic Freedom and respond in writing to the individual who submitted the report. The response will indicate whether the alleged violation of Academic Freedom has been confirmed or dismissed and provide a copy of the report to the individual who submitted the report. The response will also provide a copy of the report to the individual who submitted the report.

H. RELATED COLLECTIVE AGREEMENTS

N/A