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| Policy Title: | Academic Freedom | | |
| Category: | <input type="checkbox"/> Institutional - Board | <input checked="" type="checkbox"/> Academic - Administrative | |
| | <input type="checkbox"/> Institutional - Administrative | <input type="checkbox"/> Employment - Administrative | |
| Approved by: | <input type="checkbox"/> Board | <input checked="" type="checkbox"/> President | |
| Date approved: | June 29, 2017 | Effective date: | June 29, 2017 |
| Policy Sponsor: | Vice President, Academic | Date last reviewed: | June 29, 2017 |
| Date of Mandatory Review (expiry date) | February 2022 | Date of last revision of Procedures | June 29, 2017 |

1 POLICY

CMCC is committed to upholding, preserving and promoting academic freedom and has adopted the Association of Universities and Colleges of Canada's *Statement on Academic Freedom* (October 2011).

1. All members of the CMCC community are required to exercise academic freedom in a responsible and professional manner consistent with the pursuit of truth and dissemination of knowledge.
2. Academic freedom does not relieve any member of CMCC from their duties or obligations inherent in their roles at the institution or as governed by legislation, common law, or legal administrative principles.

2 PURPOSE

To confirm that CMCC is committed to the pursuit of truth and its communication.

3 SCOPE

All members of the CMCC academic community.

4 INFORMATION AND COMPLIANCE PLAN (not a comprehensive list)

Academic freedom is essential to the pursuit of truth. It does not exist for its own sake, but rather for important social purposes.

Academic freedom is guided by the professional standards of chiropractic and the responsibility of CMCC to organize its academic mission. The insistence on professional standards speaks to the rigour of the enquiry and not to its outcome.

Violation of academic freedom is considered to have occurred if it can be shown that unfair procedures associated with academic freedom have contributed significantly to a substantial professional, personal or academic decision adverse to the complainant.

- Association of Universities and Colleges of Canada (AUCC) – Statement on Academic Freedom (October 2011)

- Council on Chiropractic Education Canada (CCEC) Standards for Doctor of Chiropractic Programmes - Section III Criteria for Accreditation: Policies and Procedures, Standard C, 11.e. (Integrity)
- Ontario's Human Rights Code (1962)
- Postsecondary Education Quality Assessment Board (PEQAB) Handbook for Private Organizations 2017, Organization Review Standards: Academic Freedom and Integrity, Standard 4
- Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans, E.: Academic Freedoms and Responsibilities

5 RELATED POLICIES (not a comprehensive list)

- Code of Conduct - Employees
- Collective Agreement, CUPE Local 4773, Article 36
- Copyright and Intellectual Property
- Discipline - Employees
- Discipline - Students
- Research Manual, B.1; C.3
- Sexual Violence, Assault and Harassment
- Student Code of Conduct: Academic
- Workplace Violence and Harassment

6 DEFINITIONS

Academic Freedom is the freedom to teach and conduct research in an academic environment. Academic freedom includes the right to freely communicate knowledge and the results of research and scholarship. Unlike the broader concept of freedom of speech, academic freedom is based on institutional integrity and rigorous standards of inquiry which allow CMCC to set its research and educational priorities.

A complainant is the individual, corporation, or institution that expresses a concern regarding a violation of academic freedom.

A member of the CMCC community is an employee, student, adjunct faculty, or member of the CMCC Board of Governors

A respondent is the individual, corporation, or institution that is alleged to have violated the complainant's academic freedom.

New Policy Approved (date):

Earliest available – October 1999

Policy Revision History (dates):

December 18, 2014

June 29, 2017

7 PROCEDURES

Any complaint regarding a violation of academic freedom shall be reported to a supervisor who will:

1. advise the Director of Human Resources in the case where the respondent is a member who is an administrative or professional/managerial employee, who does not carry an academic rank.
2. advise the Vice President, Academic in the case where the respondent is a member with an academic rank.
3. advise the Registrar in the case where the respondent is a student.
4. advise the Chair of CMCC's Board of Governors in the case where the respondent is a Board member or an alumnus or Governors' Club member who is not set out in procedures 1. or 2., or an honorary or life member, or a director or officer of a corporation with whom CMCC has a corporate relationship.
5. advise the President in the case of a complaint against the Chair of the Board of Governors.

New Procedure Approved (date):

December 18, 2014

Procedure Revision History (dates):

June 29, 2017

8 ATTACHMENTS

None